1979 - 1980

MANAGEMENT COMPENSATION STUDY

FOR WHOLESALERS AND LARGE RETAILERS

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INTRODUCTION

This year, the Management Compensation Survey includes companies with over $50 million in sales. A survey of small retail supermarkets is being conducted and will be published as a separate report at a later date.

This survey report includes an analysis of pay levels for 40 representative line and staff positions in top management, merchandising, and store operations. A complete list of the survey positions is shown on pages 4 through 7.

A total of 85 companies participated in the survey. A list of participants is shown on page 9.

This report is divided into the following sections:

PART I	Participants' Profile
PART II	Percent Change in Compensation – March 31, 1979 to March 31, 1980
PART III	Analytical Approach
PART IV	Pay Levels for the 40 Survey Positions (Compensation data, as reported by participants, is effective *March 31, 1980.*)
PART V	Survey Position Descriptions

The compensation data gathered in this year's study is readily accessible through data processing resources to participating companies if further analysis of the data is desired. Custom designed reports and analysis can be provided upon request. All such requests, or questions about this year's survey, should be directed to:

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PART I: PARTICIPANT PROFILE

The following exhibits show the distribution of the 85 participating companies by company sales and by total employees.

COMPANY SALES	PERCENT OF PARTICIPANTS
$5 Billion and Above	3.6%
$1 - $4.9 Billion	14.3
$500 - $999.9 Million	14.3
$250 - $499.9 Million	29.8
$100 - $249.9 Million	23.8
$60 - $99.9 Million	14.3

NUMBER OF EMPLOYEES	PERCENT OF PARTICIPANTS
10,000 and Above	10.0%
5,000 - 9,999	8.6
2,500 - 4,999	14.3
1,000 - 2,499	31.4
500 - 999	17.1
Less than 500	18.6

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LIST OF PARTICIPATING COMPANIES

Affiliated Foods, Inc.
Albertson's, Inc.
Allied Supermarkets, Inc.
Alterman Foods, Inc.
Arden-Mayfair, Inc.
Associated Grocers of Colorado
Bashas' Markets
Big Bear Stores Company
Big V Supermarkets, Inc.
Bonnie Be-Lo Markets, Inc.
Borman Food Stores, Inc.
Buehler Food Markets, Inc.
H.E. Butt Grocery Company
Chatham Super Markets, Inc.
Conna Corporation
Consumers Cooperative of Berkeley
Consumers Market, Inc.
The Copps Corporation
D & W Food Centers, Inc.
D'Agostino Supermarkets
DelChamps, Inc.
Farm Fresh Supermarkets
First National Supermarkets, Inc.
Fisher Foods, Inc.
- Dominick's Finer Foods, Inc.
- Ohio Operations

Food Fair, Inc.
Food World, Inc.
Foodarama Supermarkets, Inc.
Fox Industries, Inc.
Genuardi Super Markets, Inc.
Giant Food Inc.
Golub Corporation
The Great A&P Tea Co., Inc.
Hannaford Bros. Company
Harris-Teeter Super Markets
Hudson-Thompson, Inc.
IGA, Inc.
Iandoli's Super Markets, Inc.
Jewel Companies, Inc.
- Buttrey Food Stores
- Eisner Food Stores
- Jewel Food Stores
- Star Market Company

Kings Super Markets, Inc.
Kohl's Food Stores
The Kroger Company
Marsh Supermarkets, Inc.
May Brothers Company
Mayfair Super Markets, Inc.
Milgram Food Stores, Inc.
National Tea Company
Nash-Finch Company
The OSHAWA Group, Ltd.
- Bolands Division
- Ontario Food Division

P & C Food Markets, Inc.
Pay Less Super Markets, Inc.
Piggly Wiggly Stores (K-Vat Food)
Piggly Wiggly Southern, Inc.
Preston-Safeway Inc.
Ralphs Grocery Company
Red Food Stores
Red Owl Stores, Inc.
Rice Food Markets, Inc.
Riverside Markets (Penn Traffic Co.)
Rogers Markets, Inc.
Rossuer's Super Markets, Inc.
Roseo & Mastracco, Inc.
Rotelle, Inc.
Safeway Stores, Inc.
Schnuck Markets, Inc.
Seaway Food Town, Inc.
Shaws Supermarkets, Inc.
Star Supermarkets, Inc.
The Stop & Shop Companies, Inc.
Super Valu Stores, Inc.
- Lewis Grocer Company

Thriftway, Inc.
Times Super Market, Limited
Twin County Grocers, Inc.
Uni-Coop
Vons Grocery Company
Wegmans Food Markets, Inc.
West Coast Grocery Company

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PART II: PERCENT CHANGE IN COMPENSATION

MARCH 31, 1979 – MARCH 31, 1980

The average percent change in base salary for all survey positions is 10.3 percent for bonus-paying companies, 9.9 percent for nonbonus-paying companies, and 10.0 percent for all companies.

The average percent change in salary is the most relevant figure used to determine appropriate salary structure adjustments to maintain their competitiveness.

The average percent change in total compensation (salary plus bonus) for all positions for bonus-paying companies is 10.1 percent.

A comparison to last year's results is not presented because the 1978-1979 analysis contained a large number of smaller companies. Therefore, the two survey samples are not directly comparable.

The following exhibit shows the average percent change in compensation (base salary and total compensation) for each survey position.

SUMMARY OF PERCENT CHANGE IN COMPENSATION

SURVEY POSITION NUMBER	SURVEY POSITION TITLE	AVERAGE PERCENT CHANGE IN COMPENSATION			
		Bonus Companies - Base Salary -	Nonbonus Companies - Base Salary -	All Companies - Base Salary -	Bonus Companies - Total Compensation -
SENIOR EXECUTIVE POSITIONS					
1	Chief Executive Officer	12.8%	11.4%	12.3%	12.9%
2	Chief Operating Officer	16.1	12.0	14.5	18.5
3	Chief Financial Officer	12.1	9.4	10.8	12.9
4	Top Operating Company Executive	7.6	8.6	7.9	4.9
5	Top Legal Executive	13.8	11.2	12.7	13.9
STAFF POSITIONS – CORPORATE/OPERATING COMPANY					
6	Controller	10.6	9.9	10.3	10.8
7	Top Data Processing Executive	9.8	9.9	9.8	10.4
8	Top Personnel Executive (With Labor Relations)	9.4	9.3	9.4	12.9
9	Top Personnel Executive (Without Labor Relations)	10.2	7.5	9.3	11.2
10	Top Labor Relations Executive	10.5	7.4	9.2	13.1
11	Top Distribution Executive	9.5	10.0	9.6	8.8
12	Top Construction Maintenance Executive (With Real Estate)	9.0	9.8	9.3	10.9
13	Top Construction Maintenance Executive (Without Real Estate)	12.2	11.0	11.6	11.9
14	Top Real Estate Executive	14.6	12.2	13.8	11.7
15	Top Security/Loss Prevention Executive	11.8	8.1	9.5	10.3
16	Top Sanitation Executive	11.3	12.6	12.1	6.7
MERCHANDISING POSITIONS – CORPORATE/OPERATING COMPANY					
17	Top Merchandising and Procurement Executive	8.5	12.1	9.8	10.0
18	Top Advertising Executive	9.2	10.4	9.7	9.9
19	Top Grocery Operations Executive	9.0	10.7	9.5	9.1
20	Top Meat Operations Executive	9.6	9.2	9.5	9.5
21	Top Produce Operations Executive	9.5	13.0	10.6	8.7
22	Top General Merchandise/Nonfood Operations Executive	10.6	11.3	10.8	9.2
23	Grocery Merchandiser	7.2	9.2	7.8	7.6
24	Meat Merchandiser	8.5	9.5	8.9	6.8
25	Produce Merchandiser	9.7	8.6	9.1	8.1
26	Frozen Foods Merchandiser	(1)	(1)	(1)	(1)
27	Dairy Merchandiser	8.5	10.5	9.6	8.6

(1) Insufficient data

SURVEY POSITION NUMBER	SURVEY POSITION TITLE	AVERAGE PERCENT CHANGE IN COMPENSATION			
		Bonus Companies - Base Salary -	Nonbonus Companies - Base Salary -	All Companies - Base Salary -	Bonus Companies - Total Compensation -
Merchandising Positions – Corporate/Operating Company (continued)					
28	Nonfoods Merchandiser	10.6%	10.6%	10.6%	8.6%
29	Grocery Buyer	9.6	8.3	8.8	13.7
30	Meat Buyer	13.2	7.9	9.9	10.0
31	Produce Buyer	11.2	8.6	9.6	9.1
32	Frozen Foods Buyer	10.0	7.9	9.0	9.0
33	Dairy Buyer	11.1	11.1	11.1	11.6
34	Nonfoods Buyer	9.9	8.1	8.8	9.1
STORE OPERATIONS POSITIONS					
35	Top Store Operations Executive	11.3	12.9	11.8	12.4
36	Top Store Maintenance Executive	9.2	7.9	8.4	9.5
37	Division General Manager	9.0	11.3	9.4	10.5
38	District Manager	9.6	8.1	9.2	5.7
39	Store Manager	8.5	8.5	8.5	7.8
40	Meat Department Manager	7.7	8.7	8.4	7.3
	AVERAGE	**10.3%**	**9.9%**	**10.0%**	**10.1%**

PART III: ANALYTICAL APPROACH

Survey data for each position are reported in the form of tabular exhibits and trend lines.

TABULAR EXHIBITS

The tabular exhibits display salary, bonus and total compensation reported by each company for the position. Data are grouped in appropriate scope ranges, thus allowing for comparison with companies of similar size. In order to maintain the confidentiality of the participants, data within each scope category are arranged in descending order based solely on salary and not in relation to the scope size of the participant.

Averages weighted by the number of incumbents are presented for each scope category, as well as for the total position.

Each exhibit shows the following elements:

- Scope: A relevant measure of position responsibility (i.e., company sales, number of stores, etc.).
- Reports To: Title of the position to which each participating company's position reports.
- Bonus Companies' Salary, Bonus and Total Compensation: The annual salary rate in effect as of *March 31, 1980,* bonus paid in 1980 (based on 1979 performance) and total compensation (base salary plus bonus). Incumbents eligible for bonuses were included in the "bonus companies" group even when a bonus was not awarded in 1980.

- Nonbonus Companies' Salary: The incumbent's annual salary rate in effect as of *March 31, 1980.*

- Salary Range (Minimum, Midpoint, Maximum): The established salary range minimum, midpoint and maximum, if the position is covered by a formal salary structure.

- Work Schedule/Pay Practices: The work schedule and additional pay practices are reported for Store Managers and Meat Managers (Survey Positions 39 and 40) according to the following codes:

  – #DYS = Average number of days worked per week (excluding Sunday).

  – #NTS = Average number of nights worked per week.

  – #HRS = Average total hours worked per week (excluding Sunday).

  – #SUN = Average number of Sundays worked per year.

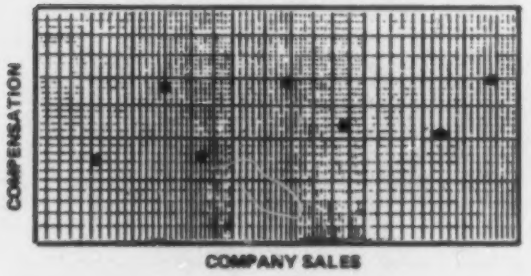
  – SUN/HOL PAY = Sunday and Holiday pay policy.

    A. No additional compensation – compensatory time off.
    B. No additional compensation – open Sundays.
    C. Not applicable – closed Sundays/Holidays.
    D. Straight time pay.
    E. Time and one-half (1.5 X) pay.
    F. Double time (2 X) pay.
    G. Two and one-half (2.5 X) pay.
    H. Triple time (3 X) pay.

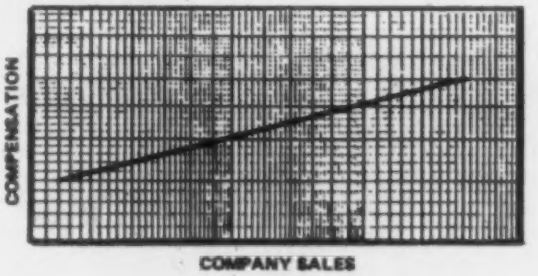
TREND LINES

The trend line provides a relative or average measure of the relationship between size (scope measure) and compensation. Trend lines are developed by computing a regression equation for the size and compensation variables.

If actual pay rates are plotted as points on a graph, in relation to company sales, the resulting scattergram may look like the following:

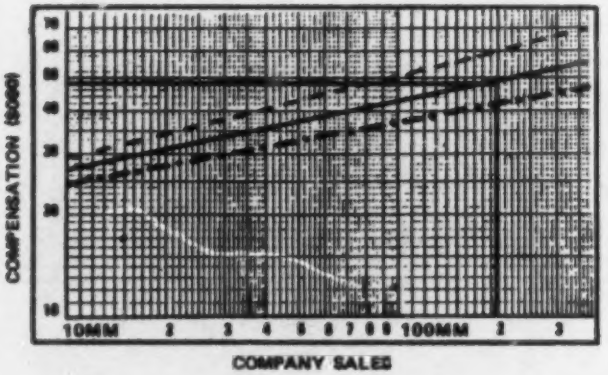


The regression equation is used to draw the "line of best fit" (i.e., that straight line which will minimize the squared distance between each point and the trend line).



All data have been transformed to the logarithmic scale because it more accurately shows the relationship between compensation and scope.

The following example illustrates the way trend lines are presented in this report.



LEGEND		
Company Type/Trend Line	Coefficient of Determination	Standard Error
Bonus Salary		
Bonus T.C.		
Nonbonus Salary		

The trend line is ready by finding the relevant sales volume on the horizontal axis and the corresponding compensation figure on the vertical axis. In the above example, company sales of $200MM relates to an average base salary of $48,000 for bonus-paying companies.

The trend line exhibits also provide two statistical measures – the coefficient of determination (1) and the standand error. These statistics explain the impact of the scope measure as a predictor of compensation.

The following charts are guides in reading the trend lines.

---

(1) Last year's trend line exhibits showed the coefficient of correlation (r) which measures the degree of relationship between the scope and compensation variables, (i.e., the degree to which the two variables increase in relation to each other). The statistic cited on this year's exhibits is r^2 which is defined on the chart on the following page.

GUIDE TO DETERMINING USEFULNESS OF TREND LINE ANALYSIS

COEFFICIENT OF DETERMINATION measures the variation in compensation that is explained by the scope.

If COEFFICIENT OF DETERMINATION is:	The Percent of Variation in Compensation Which is Explained by Scope is:
.90 - 1.00	90-100%
.80 - .89	80- 89
.70 - .79	70- 79
.60 - .69	60- 69
.50 - .59	50- 59
.40 - .49	40- 49
.30 - .39	30- 39
.20 - .29	20- 29
.10 - .19	10- 19

STANDARD ERROR measures the scatter or dispersion of points about the trendline.

If STANDARD ERROR is:	Most of the Data Falls Within ± This Percent About the Line:
1.00 - 1.10	0-10%
1.11 - 1.20	11-20
1.21 - 1.30	21-30
1.31 - 1.40	31-40
1.41 - 1.50	41-50
1.51 - 1.60	51-60
1.61 - 1.70	61-70
1.71 - 1.80	71-80
1.81 - 1.90	81-90

COEFFICIENT OF DETERMINATION	STANDARD ERROR			
	1.0 - 1.2	1.2 - 1.4	1.4 - 1.6	1.6 and Above
.64 - 1.00	**EXCELLENT:** Use with confidence.	**VERY GOOD:** Use with confidence.	**GOOD:** Use with caution since there is a high degree of variability about the line.	**NOT GOOD:** Too much variability about the line.
.36 - .64	**VERY GOOD:** Use with confidence.	**GOOD:** Use with confidence.	**ACCEPTABLE:** Use with caution since there is a high degree of variability about the line.	**NOT GOOD:** Too much variability about the line.
.16 - .36	**GOOD:** Use with confidence. Points are clustered about the line but scope is not a predictor of compensation level.	**GOOD:** Use with caution, since scope only partially predicts compensation level and there is moderate degree of variability about the line.	**NOT GOOD:** Scope only partially predicts compensation levels and there is a high degree of variability about the line.	**NOT GOOD:** Too much variability about the line.

In conducting this survey, we obtained data for scope measures which we believed, based upon previous analyses, provided the best prediction of compensation levels for a given position. Where such a predictive relationship did not exist this year, the trend line was not constructed for that scope measure. Additionally, trend lines were not produced where there were insufficient data.

GEOGRAPHIC ANALYSIS

For **MERCHANDISERS AND BUYERS (Survey Positions 23-34)** and **DIVISION GENERAL MANAGER (Survey Position 37)**, participants were asked to provide data on each position within nine geographic regions. The responses were tabulated and, in order to provide a meaningful sample for analysis, it was necessary to combine some of the regions. Where there are sufficient data, tabular exhibits have been provided for the following geographic areas:

REGION A: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont

REGION B: Illinois, Indiana, Michigan, Ohio, Wisconsin

REGION C: Arizona, Arkansas, Colorado, Idaho, Iowa, Kansas, Louisianna, Minnesota, Missouri, Montana, Nebraska, Nevada, New Mexico, North Dakota, Oklahoma, South Dakota, Texas, Utah, Wyoming

REGION D: Alabama, Delaware, Florida, Georgia, Kentucky, Maryland, Mississippi, North Carolina, Puerto Rico, South Carolina, Tennessee, Virginia, District of Columbia, West Virginia

REGION E: California, Oregon, Washington

For **DISTRICT MANAGER (Survey Position 38)**, **STORE MANAGER (Survey Position 39)**, and **MEAT MANAGER (Survey Position 40)**, participants were asked to provide data on each position within the nine geographic regions and additionally indicate whether the position is located in certain major metropolitan areas.

METRO A:	Boston, Bridgeport, New Haven, New York City, Newark/Jersey City, Philadelphia, Pittsburgh, Providence
METRO B:	Chicago, Cleveland, Detroit, Indianapolis, Milwaukee
METRO C:	Dallas, Denver, Houston, Kansas City (KS and MO), Minneapolis/St. Paul, Phoenix, St. Louis, San Antonio
METRO D:	Atlanta, Baltimore, Birmingham, Jacksonville, Memphis, Washington, D.C. (Insufficient data for a meaningful analysis of this metropolitan area).
METRO E:	Los Angeles, San Diego, San Francisco, Seattle

Locations not included in the metropolitan areas listed above are included in Regions A through E as defined on the previous page.

Where there are sufficient data for analysis, both tabular exhibits and trend lines are provided for each region and metropolitan area.

PART IV: PAY LEVELS FOR SURVEY POSITIONS

NATIONAL ANALYSIS

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1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 1 - CHIEF EXECUTIVE OFFICER

Accountable, under the direction of the Board of Directors, for the management of the company's total business performance. Provides overall leadership and direction to the development of policies and objectives, and assures effectuation of policies throughout the company. Reviews the operational and financial progress of the company and divisions to assure achievement of goals and objectives. Provides general direction to merchandising, store operations and staff activities. Makes decisions of major importance on matters where the interest or objective of more than one operating unit is involved. Assures that efficient organizational practices, including adequate manpower forecasting and planning, are followed throughout the company. Assures capable management succession by proper recruitment and development. Conducts corporate strategic planning that assures targets are determined for continued growth and profitability. Reviews and effectively recommends to the Board salaries, appointments, retirements, etc., for officers. Responsible for establishing and maintaining relations with stockholders, the financial community, government agencies, suppliers and customers.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$1000.0 AND ABOVE	BOARD OF DIR.	$380.0	$ 38.0	$418.0				
	BOARD OF DIR.				$350.0			
	BOARD OF DIR.	280.0	197.3	477.3		$226.5	$282.5	$339.0
	BOARD OF DIR.	260.0	97.8	357.8				
	BOARD OF DIR.	250.0	155.0	405.0		167.3	209.1	250.9
	BOARD OF DIR.				220.0	146.7	190.7	234.8
	BOARD OF DIR.	200.0	37.3	237.3				
	BOARD OF DIR.				195.0			
	BOARD OF DIR.				185.0			
	BOARD OF DIR.	165.0	59.7	224.7		156.9	196.1	235.3
	BOARD OF DIR.	100.0	73.5	173.5				
$ 3083.2	WEIGHTED GROUP AVG:	$233.6	$ 94.1	$327.7	$237.5			

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 1 - CHIEF EXECUTIVE OFFICER

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$999.9		$275.0	$ 0.0	$275.0				
TO	BOARD OF DIR.	250.0	26.0	276.0				
$500.0					$200.0			
	BOARD OF DIR.	175.0	0.0	175.0				
	BOARD OF DIR.	140.1	35.7	175.8				
	BOARD OF DIR.	125.0	68.0	193.0		$118.8	$148.5	$178.2
					120.0			
	BOARD OF DIR.	120.0	0.0	120.0				
$ 693.6	WEIGHTED GROUP AVG:	$180.9	$ 21.6	$202.5	$160.0			
$499.9	BOARD OF DIR.				$168.0			
TO	BOARD OF DIR.	$155.0	$ 0.0	$155.0				
$300.0	BOARD OF DIR.	128.0	45.3	173.3		$103.2	$132.3	$161.5
	BOARD OF DIR.	125.0	92.2	217.2				
	BOARD OF DIR.	121.1	36.4	157.5				
	BOARD OF DIR.	115.3	31.5	146.8		90.9	113.6	136.3
	BOARD OF DIR.				115.0			
	BOARD OF DIR.				101.6			
	BOARD OF DIR.				100.0			
	BOARD OF DIR.	86.0	43.0	129.0				
	BOARD OF DIR.	65.0	344.0	409.0				
	BOARD OF DIR.	50.0	116.2	166.2				
$ 389.0	WEIGHTED GROUP AVG:	$105.7	$ 88.6	$194.3	$121.2			

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 1 - CHIEF EXECUTIVE OFFICER

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$299.9					$200.0	$ 86.3	$107.8	$129.4
TO	BOARD OF DIR.	$140.0	$ 20.0	$160.0				
$200.0	BOARD OF DIR.	124.0	9.0	133.0		78.5	104.0	129.6
	BOARD OF DIR.	119.0	22.6	141.6				
	BOARD OF DIR.	100.8	11.2	112.0				
	BOARD OF DIR.	90.1	70.3	160.4		74.1	92.6	111.2
		52.7	62.5	115.2				
		------	------	------	------			
$ 262.1	WEIGHTED GROUP AVG:	$104.4	$ 32.6	$137.0	$200.0			
$199.9	BOARD OF DIR.	$160.0	$ 0.0	$160.0				
TO		150.0	20.0	170.0				
$100.0	BOARD OF DIR.	140.0	30.0	170.0				
	BOARD OF DIR.				$125.0			
	BOARD OF DIR.				114.3			
	BOARD OF DIR.	110.5	45.8	156.3				
	BOARD OF DIR.	95.6	0.0	95.6				
		90.0	25.0	115.0				
					85.0			
	BOARD OF DIR.	79.2	167.8	247.0				
	BOARD OF DIR.	77.0	3.0	80.0				
	BOARD OF DIR.				55.0			
	BOARD OF DIR.	51.5	10.3	61.8				
	BOARD OF DIR.	45.0	0.0	45.0				
		------	------	------	------			
$ 136.5	WEIGHTED GROUP AVG:	$ 99.9	$ 30.2	$130.1	$ 94.8			

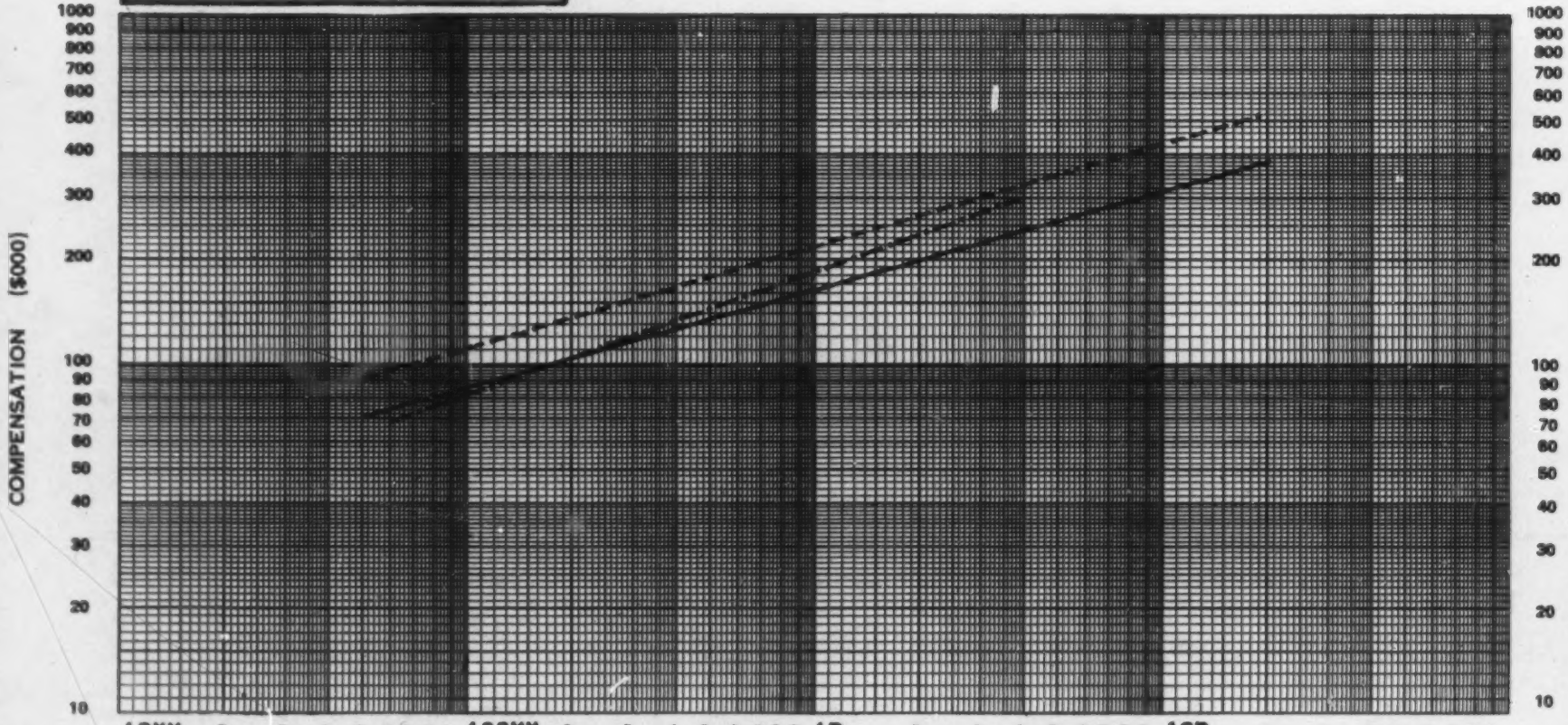
FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 1 - CHIEF EXECUTIVE OFFICER

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$99.9	BOARD OF DIR.	$165.0	$ 32.2	$197.2				
AND BELOW	BOARD OF DIR.				$132.7			
	BOARD OF DIR.				114.4			
	BOARD OF DIR.				110.5			
		102.8	11.0	113.8				
	BOARD OF DIR.	88.5	4.7	93.2				
	BOARD OF DIR.	78.0	40.0	118.0				
	BOARD OF DIR.	75.7	23.6	99.3				
		67.6	40.4	108.0				
	BOARD OF DIR.				55.0			
	BOARD OF DIR.				55.0			
$ 75.2	WEIGHTED GROUP AVG:	$ 96.3	$ 25.3	$121.6	$ 93.5			
$ 773.1	POSITION AVERAGE:	$134.2	$ 49.9	$184.1	$140.1			

FOOD MARKETING INSTITUTE

1980 MANAGEMENT COMPENSATION SURVEY

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Salary	———	0.74	1.26
Bonus T.C.	- - - - - -	0.72	1.27
Nonbonus Salary	-.-.-.	0.70	1.33



SURVEY POSITION #1 - CHIEF EXECUTIVE OFFICER

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 2 - CHIEF OPERATING OFFICER

Provides overall direction and control to achieve the volume and operating profit goals of the company profit centers. Makes recommendations to the Chief Executive Officer on company policies, objectives and plans. Oversees the management of all company retail store operations, company-wide merchandising and procurement, manufacturing, distribution, and wholesale operations. Responsible for the attainment of projected sales, gross profit margins, expense control, and operating profit.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$1000.0 AND ABOVE	CEO/PRESIDENT				$290.0			
	CEO/PRESIDENT	$275.0	$ 27.5	$302.5				
	BOARD OF DIR.				240.0			
	CEO/PRESIDENT				150.0	$122.3	$159.0	$195.7
	CEO/PRESIDENT	150.0	84.0	234.0		128.7	160.8	193.0
	CEO/PRESIDENT				100.0			
	CEO/PRESIDENT	70.0	56.0	126.0				
$ 4594.7	WEIGHTED GROUP AVG:	$165.0	$ 55.8	$220.8	$195.0			
$999.9 TO $400.0	CEO/PRESIDENT	$235.0	$ 15.5	$250.5				
	CEO/PRESIDENT				$155.0			
	CEO/PRESIDENT	143.0	0.0	143.0				
	CEO/PRESIDENT	92.0	30.5	122.5		$ 77.3	$ 97.8	$118.6
	CEO/PRESIDENT	86.8	20.2	107.0		63.8	79.8	95.8
					80.3			
	CEO/PRESIDENT				76.0			
	CEO/PRESIDENT	75.0	5.5	80.5				
	CEO/PRESIDENT				71.7			
	BOARD OF DIR.	57.2	10.3	67.5				
$ 541.4	WEIGHTED GROUP AVG:	$114.8	$ 13.7	$128.5	$ 95.8			

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 2 - CHIEF OPERATING OFFICER

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$399.9	CEO/PRESIDENT				$113.4			
TO	CEO/PRESIDENT	$100.0	$101.9	$201.9				
$200.0	CEO/PRESIDENT	82.5	4.0	86.5		$ 59.5	$ 77.5	$ 95.3
	CEO/PRESIDENT	82.2	53.4	135.6		64.4	80.6	96.7
	CEO/PRESIDENT				74.0			
	CEO/PRESIDENT	70.0	57.4	127.4				
	CEO/PRESIDENT	67.9	13.9	81.8		54.2	67.7	81.3
	CEO/PRESIDENT				50.0	42.8	53.5	64.2
	CEO/PRESIDENT	50.0	7.5	57.5				
		43.7	43.2	86.9				
	CEO/PRESIDENT	42.0	48.3	90.3				
$ 310.9	WEIGHTED GROUP AVG:	$ 67.3	$ 41.2	$108.5	$ 79.1			
$199.9	CEO/PRESIDENT				$125.0			
TO	BOARD OF DIR.				113.9			
$100.0		$ 90.0	$ 25.0	$115.0				
	CEO/PRESIDENT	80.0	15.0	95.0				
	CEO/PRESIDENT	79.2	50.0	129.2				
					55.0			
	CEO/PRESIDENT	47.3	8.1	55.4				
	CEO/PRESIDENT	40.5	20.6	61.1				
	CEO/PRESIDENT				31.0			
$ 135.4	WEIGHTED GROUP AVG:	$ 75.9	$ 24.2	$100.1	$ 81.2			

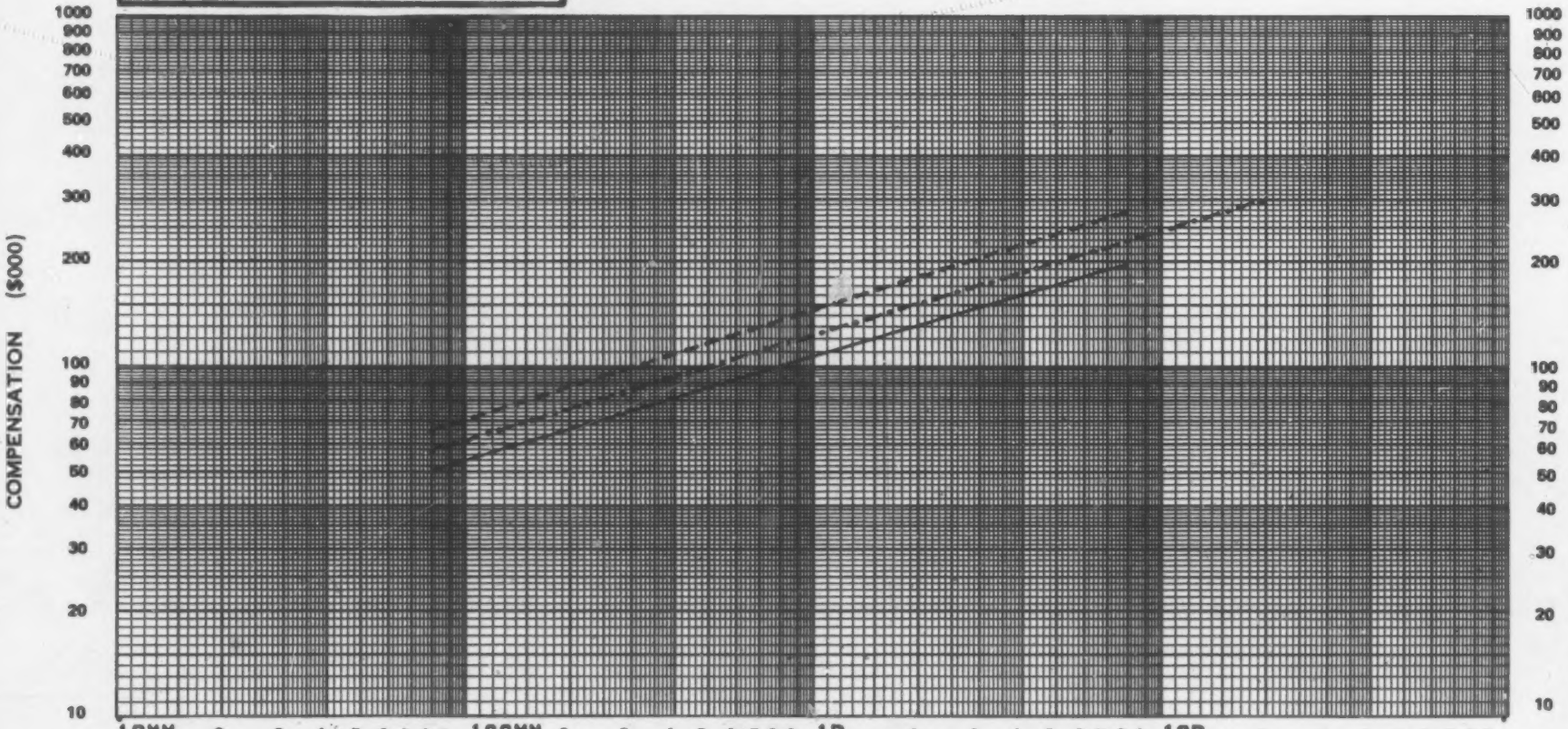
FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 2 - CHIEF OPERATING OFFICER

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$99.9	CEO/PRESIDENT	$165.0	$ 32.2	$197.2				
AND BELOW	CEO/PRESIDENT				$113.1			
	BOARD OF DIR.				91.5			
	CEO/PRESIDENT	78.0	40.0	118.0				
	CEO/PRESIDENT	74.4	5.3	79.7				
		46.8	12.2	59.0				
		44.1	11.0	55.1				
$ 79.7	WEIGHTED GROUP AVG:	$ 81.7	$ 20.1	$101.8	$102.3			
$ 918.7	POSITION AVERAGE:	$ 91.3	$ 29.1	$120.4	$113.5			

FOOD MARKETING INSTITUTE

1980 MANAGEMENT COMPENSATION SURVEY

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Salary	———	0.64	1.38
Bonus T.C.	- - - - - -	0.64	1.33
Nonbonus Salary	-.-.-.	0.62	1.38



SURVEY POSITION #2 - CHIEF OPERATING OFFICER

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 3 - CHIEF FINANCIAL OFFICER

Develops and implements policies, plans and programs necessary for the effective management of the company's financial affairs. Directs the treasury, accounting, financial planning and insurance functions for the corporation. Initiates and coordinates necessary and appropriate accounting policies and procedures for all business units. Maintains corporate funds and cash management program. Directs preparation of all corporate financial reports and budgets. Provides financial counsel to the Chief Executive Officer on major business decisions.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$1000.0	CEO/PRESIDENT				$150.0			
AND ABOVE	CEO/PRESIDENT	$120.0	$ 29.7	$149.7				
	CEO/PRESIDENT	110.0	55.1	165.1		$ 90.2	$112.8	$135.4
	CEO/PRESIDENT	96.0	32.0	128.0		67.9	84.9	101.9
	CEO/PRESIDENT	90.8	32.8	123.6		94.3	117.9	141.5
	CEO/PRESIDENT	87.5	22.0	109.5		68.5	85.5	102.6
	CEO/PRESIDENT				50.0			
	CEO/PRESIDENT	47.1	17.5	64.6				
$ 4087.2	WEIGHTED GROUP AVG:	$ 91.9	$ 31.5	$123.4	$100.0			
$999.9	CEO/PRESIDENT	$ 95.0	$ 10.0	$105.0				
TO	CEO/PRESIDENT	92.3	23.5	115.8				
$500.0	CEO/PRESIDENT	90.7	23.5	114.2				
					$ 77.5			
					75.0			
	CEO/PRESIDENT				65.0			
	CEO/PRESIDENT	50.0	0.0	50.0				
	CEO/PRESIDENT	48.0	17.3	65.3		$ 43.3	$ 54.1	$ 65.0
	GROUP EXEC.	46.0	21.6	67.6		44.3	54.3	64.4
$ 678.3	WEIGHTED GROUP AVG:	$ 70.3	$ 16.0	$ 86.3	$ 72.5			

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 3 - CHIEF FINANCIAL OFFICER

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$499.9	CEO/PRESIDENT	$105.0	$ 0.0	$105.0				
TO	CEO/PRESIDENT	75.0	65.3	140.3				
$300.0	CEO/PRESIDENT	68.0	18.8	86.8		$ 59.1	$ 73.8	$ 88.6
	CEO/PRESIDENT				$ 65.0			
	CEO/PRESIDENT				65.0			
	CEO/PRESIDENT	56.9	10.6	67.5		44.8	56.0	67.3
	SENIOR V.P.				51.8	40.0	46.5	51.8
	CEO/PRESIDENT	51.5	5.7	57.2		46.9	58.6	70.3
	CEO/PRESIDENT				49.0			
	CEO/PRESIDENT	46.0	174.4	220.4				
	EXEC. V.P.				46.0			
	CEO/PRESIDENT	40.0	20.0	60.0				
$ 386.2	WEIGHTED GROUP AVG:	$ 63.2	$ 42.1	$105.3	$ 55.4			
$299.9	CEO/PRESIDENT	$ 74.0	$ 11.5	$ 85.5				
TO	CEO/PRESIDENT	62.2	40.3	102.5		$ 43.8	$ 53.0	$ 62.2
$200.0	CEO/PRESIDENT	60.5	2.7	63.2		45.3	57.8	70.3
	CEO/PRESIDENT	52.0	6.0	58.0		36.6	48.3	60.0
	CEO/PRESIDENT				$ 50.0	42.8	53.5	64.2
	CEO/PRESIDENT	45.0	5.0	50.0				
		43.7	32.4	76.1				
$ 262.1	WEIGHTED GROUP AVG:	$ 56.2	$ 16.4	$ 72.6	$ 50.0			

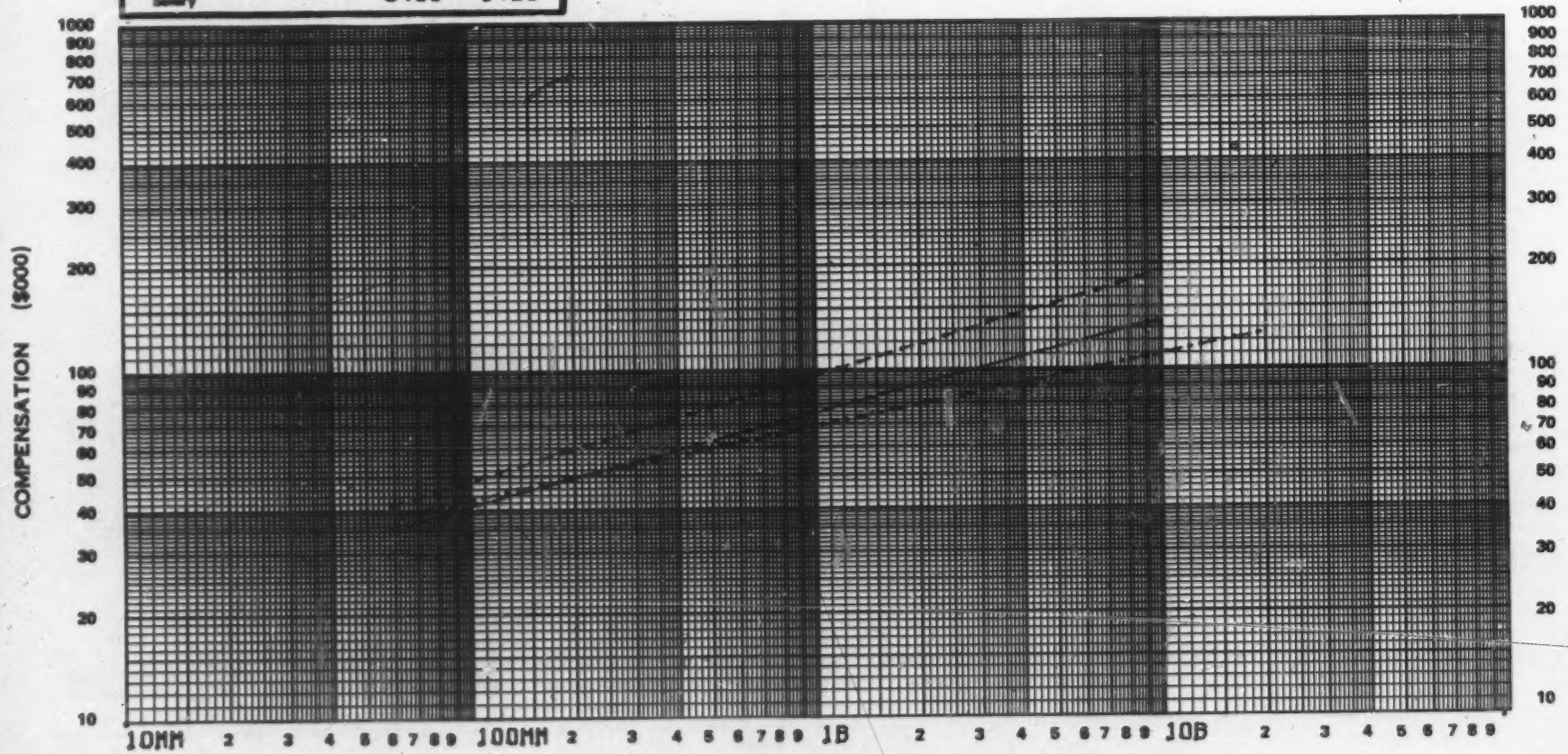
FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 3 - CHIEF FINANCIAL OFFICER

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$199.9	CEO/PRESIDENT	$ 56.1	$ 0.0	$ 56.1				
TO	CEO/PRESIDENT	52.3	30.8	83.1				
$100.0	CEO/PRESIDENT	47.3	9.5	56.8				
	CEO/PRESIDENT				$ 46.8			
					45.0			
					45.0			
	BOARD OF DIR.				42.1			
	C.O.O.				42.0			
	CEO/PRESIDENT	40.0	7.0	47.0				
	CEO/PRESIDENT	37.5	0.0	37.5				
	CEO/PRESIDENT	35.5	1.4	36.9				
	CEO/PRESIDENT	32.5	3.0	35.5		$ 26.7	$ 33.4	$ 40.0
	CEO/PRESIDENT				30.0			
$ 142.3	WEIGHTED GROUP AVG:	$ 43.0	$ 7.4	$ 50.4	$ 41.8			
$99.9	CEO/PRESIDENT				$ 67.6			
AND BELOW	CEO/PRESIDENT				53.5			
	EXEC. V.P.	$ 47.0	$ 1.4	$ 48.4				
		44.2	10.8	55.0				
	C.O.O.	42.0	7.5	49.5				
	BOARD OF DIR.				40.0			
	CEO/PRESIDENT				39.0			
	CEO/PRESIDENT	31.2	15.6	46.8				
$ 77.1	WEIGHTED GROUP AVG:	$ 41.1	$ 8.8	$ 49.9	$ 50.0			
$ 837.5	POSITION AVERAGE:	$ 61.6	$ 21.3	$ 82.9	$ 56.9			

FOOD MARKETING INSTITUTE

1980 MANAGEMENT COMPENSATION SURVEY

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Salary	———	0.64	1.25
Bonus T.C.	------	0.64	1.29
Nonbonus Salary	-.-.-.	0.56	1.25



SURVEY POSITION #3 - CHIEF FINANCIAL OFFICER

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 4 - TOP OPERATING COMPANY EXECUTIVE

Accountable to a corporate Chief Executive Officer or group executive for the management of an autonomous operating company's or subsidiary's total business performance. Provides overall leadership and direction to the development of operating policies and objectives. Reviews the operational and financial progress of the company to assure achievement of goals and objectives. Provides general direction to merchandising, store operations and staff activities. Assures efficient organization practices, including management recruiting, employment and development. Prepares and recommends to corporate management strategic plans and objectives for continued growth, profitability and capital investments.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$400.0 AND ABOVE	BOARD OF DIR.				$190.0			
	CEO/PRESIDENT	$135.0	$ 0.0	$135.0				
	CEO/PRESIDENT	110.0	55.1	165.1		$102.5	$128.1	$153.7
	BOARD OF DIR.	107.9	10.1	118.0				
	SENIOR V.P.	100.0	5.0	105.0				
	EXEC. V.P.	90.0	40.4	130.4		82.9	101.7	120.5
	C.O.O.				80.0			
	CEO/PRESIDENT				65.0			
					64.2			
$ 1714.3	WEIGHTED GROUP AVG:	$108.6	$ 22.1	$130.7	$ 99.8			
$399.9 TO $200.0	CEO/PRESIDENT	$150.0	$ 0.0	$150.0				
	CEO/PRESIDENT				$125.0			
	CEO/PRESIDENT				97.5			
	CEO/PRESIDENT				79.7			
	SENIOR V.P.	71.8	25.0	96.8		$ 68.5	$ 85.6	$102.7
	C.O.O.	62.9	17.6	80.5				
	CEO/PRESIDENT	57.2	36.3	93.5		43.8	53.0	62.2
	CEO/PRESIDENT	56.5	7.0	63.5				
$ 304.2	WEIGHTED GROUP AVG:	$ 79.7	$ 17.2	$ 96.9	$100.7			

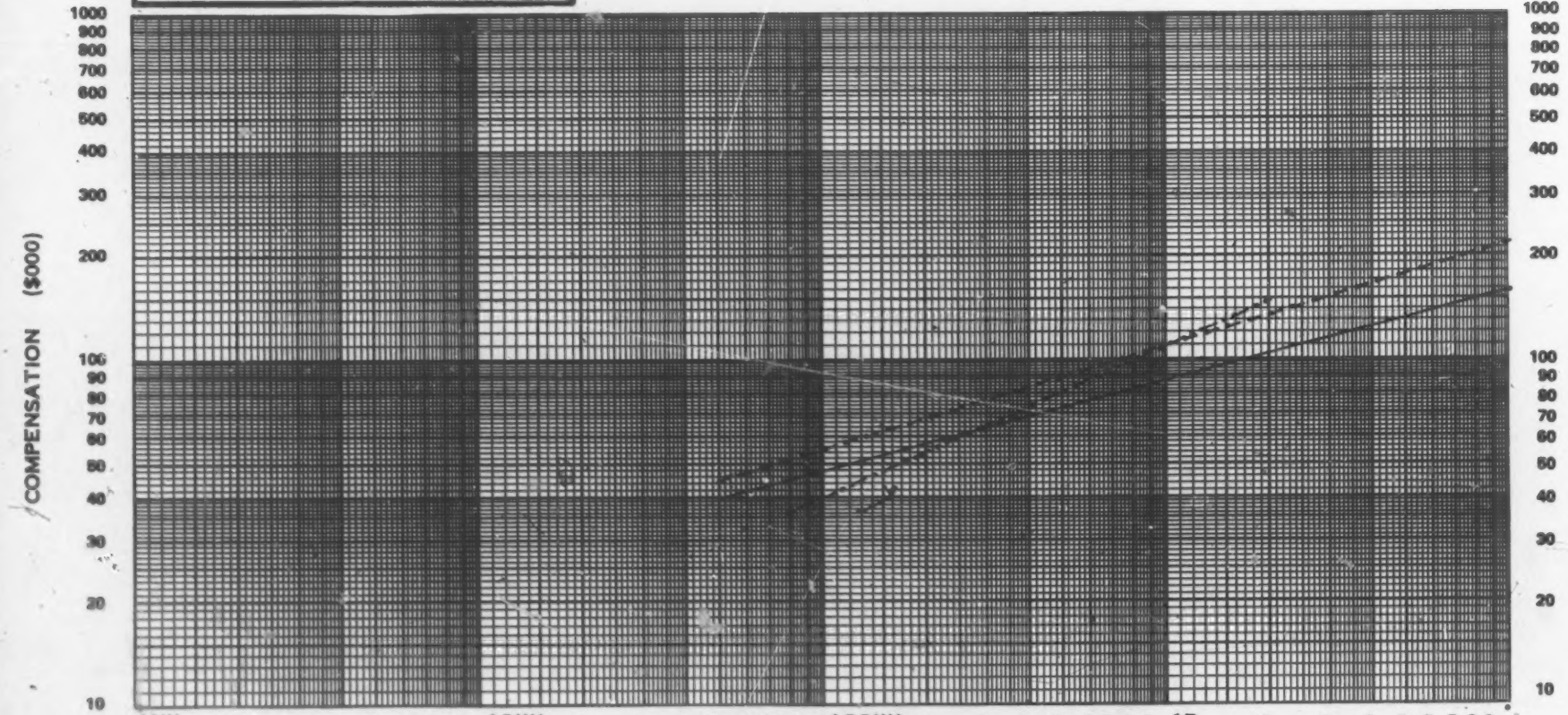
FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 4 - TOP OPERATING COMPANY EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$199.9 AND BELOW	CEO/PRESIDENT	$110.4	$ 20.0	$130.4				
		71.3	5.0	76.3				
	CEO/PRESIDENT	56.9	0.0	56.9				
		46.8	12.2	59.0				
	CEO/PRESIDENT	41.6	4.6	46.2				
	EXEC. V.P.	40.1	8.0	48.1				
	CEO/PRESIDENT				$ 39.0			
	BOARD OF DIR.				36.4			
	CEO/PRESIDENT	33.5	3.0	36.5		$ 28.9	$ 33.8	$ 43.5
$ 100.0	WEIGHTED GROUP AVG:	$ 55.3	$ 7.2	$ 62.5	$ 37.7			
$ 698.6	POSITION AVERAGE:	$ 76.9	$ 14.1	$ 91.0	$ 86.3			

FOOD MARKETING INSTITUTE

1980 MANAGEMENT COMPENSATION SURVEY

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Salary	———	0.57	1.34
Bonus T.C.	------	0.66	1.32
Nonbonus Salary	-.-.-.	0.82	1.27



SURVEY POSITION #4 - TOP OPERATING COMPANY EXECUTIVE

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 5 - TOP LEGAL EXECUTIVE

Provides legal counsel and guidance in ordinary and special activities of the corporation to insure maximum protection of corporate legal rights. Assures Chief Executive Officer that corporate and divisional businesses operate within the limits of prescribed law. Directs defense and/or prosecution in suits or claims involving the corporation, subsidiaries, operating companies or divisions. Supervises the preparation of legal forms, reports, statements, etc., related to federal and state fillngs and regulations.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$1000.0	CEO/PRESIDENT				$165.0			
AND ABOVE	CEO/PRESIDENT	$105.0	$ 10.5	$115.5				
	CEO/PRESIDENT	105.0	55.0	160.0		$ 70.3	$ 87.9	$105.5
	C.O.O.	82.0	26.1	108.1		67.9	84.9	101.9
	CEO/PRESIDENT				77.0	63.9	79.9	96.0
		70.0	10.0	80.0				
	CEO/PRESIDENT	63.0	15.9	78.9		51.4	64.2	77.0
	CEO/PRESIDENT				60.5			
	CEO/PRESIDENT	53.8	15.7	69.5				
	CEO/PRESIDENT	50.0	14.1	64.1				
$ 4267.7	WEIGHTED GROUP AVG:	$ 75.5	$ 21.1	$ 96.6	$100.8			

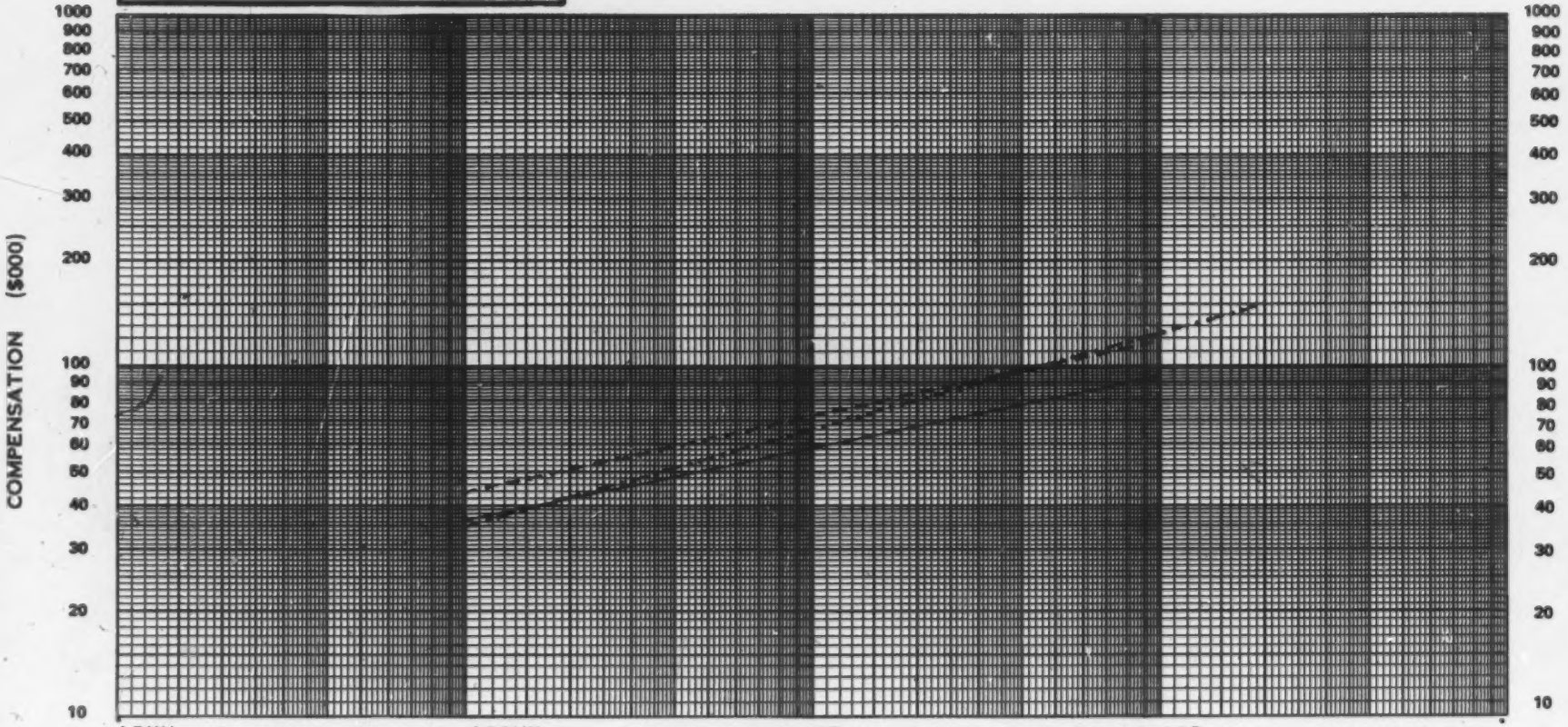
FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 5 - TOP LEGAL EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$999.9	CEO/PRESIDENT	$ 88.9	$ 0.0	$ 88.9				
TO					$ 72.9			
$400.0	CEO/PRESIDENT	64.6	8.1	72.7		$ 49.2	$ 61.5	$ 73.8
	CEO/PRESIDENT				55.0			
	CEO/PRESIDENT	50.1	11.2	61.3		40.9	50.2	59.5
	CEO/PRESIDENT				50.0			
	CEO/PRESIDENT	47.5	15.7	63.2		41.0	51.2	61.5
	CEO/PRESIDENT	42.5	3.0	45.5				
	SENIOR V.P.				36.4	30.0	36.7	43.5
	EXEC. V.P.				35.9	33.6	41.3	48.9
$ 631.4	WEIGHTED GROUP AVG:	$ 58.7	$ 7.6	$ 66.3	$ 50.0			
$399.9	CEO/PRESIDENT				$ 75.2			
AND BELOW	CEO/PRESIDENT				65.0			
	BOARD OF DIR.	$ 60.0	$ 15.0	$ 75.0				
	CEO/PRESIDENT	57.2	36.3	93.5		$ 43.8	$ 53.0	$ 62.2
	C.O.O.	47.0	20.0	67.0				
					43.5			
	CEO/PRESIDENT	38.0	0.0	38.0				
	CEO/PRESIDENT	22.0	4.8	26.8				
$ 250.5	WEIGHTED GROUP AVG:	$ 44.8	$ 15.3	$ 60.1	$ 61.2			
$ 1821.3	POSITION AVERAGE:	$ 61.6	$ 15.3	$ 76.9	$ 66.9			

FOOD MARKETING INSTITUTE

1980 MANAGEMENT COMPENSATION SURVEY

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Salary	———	0.44	1.36
Bonus T.C.	- - - - - -	0.42	1.39
Nonbonus Salary	-.-.-.	0.56	1.36



SURVEY POSITION #6 - TOP LEGAL EXECUTIVE

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 6 - CONTROLLER

Directs the corporate or operating company accounting function. Recommends accounting policies and procedures. Oversees the preparation and interpretation of accounting reports, forecasts, budgets, expenses, and operating results. Consolidates financial data in period (i.e., monthly, quarterly, etc.) reports on operations. Develops and maintains financial procedures covering the company's inventories. Works with the company's independent auditors on annual financial audit. Prepares annual financial statements for corporate management review. Typically, this position reports to the Chief Financial Officer.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$1000.0 AND ABOVE	EXEC. V.P.				$125.0			
	EXEC. V.P.				110.0			
	C.O.O.	$ 90.0	$ 32.7	$122.7		$ 73.9	$ 92.4	$110.9
	EXEC. V.P.	73.0	7.3	80.3				
	SENIOR V.P.	68.0	32.1	100.1		55.2	69.0	82.8
	VICE PRESIDENT	65.0	10.0	75.0				
	CEO/PRESIDENT				56.0	48.3	60.4	72.5
	SENIOR V.P.	52.0	13.1	65.1		39.3	49.2	59.0
	SENIOR V.P.	47.0	11.8	58.8		38.4	48.2	57.9
		43.5	4.4	47.9		34.4	42.9	53.7
	VICE PRESIDENT	40.3	0.0	40.3		31.1	41.8	52.4
	SENIOR V.P.				40.0			
$ 4002.5	WEIGHTED GROUP AVG:	$ 59.8	$ 13.9	$ 73.8	$ 82.8			

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 6 - CONTROLLER

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$999.9		$ 67.0	$ 9.5	$ 76.5		$ 53.8	$ 67.3	$ 80.8
TO	SENIOR V.P.				$ 50.0			
$500.0	VICE PRESIDENT				47.1			
	CEO/PRESIDENT	42.0	0.0	42.0		39.2	49.0	58.8
	EXEC. V.P.	42.0	3.5	45.5				
					41.2			
	SENIOR V.P.	40.8	9.5	50.3		33.6	41.3	48.9
	GROUP EXEC.	39.6	14.1	53.7		34.7	43.4	52.0
	VICE PRESIDENT	39.0	2.0	41.0				
	VICE PRESIDENT	39.0	9.4	48.4		34.4	43.0	51.6
$ 695.5	WEIGHTED GROUP AVG:	$ 44.2	$ 6.9	$ 51.1	$ 46.1			

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 6 - CONTROLLER

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$499.9	CEO/PRESIDENT	$ 55.0	$ 9.2	$ 64.2				
TO					$ 53.5			
$300.0	CEO/PRESIDENT				45.0	$ 33.6	$ 42.0	$ 50.4
		44.6	8.9	53.5				
	VICE PRESIDENT	37.0	13.0	50.0				
	VICE PRESIDENT	36.5	3.1	39.6		32.6	40.8	49.0
	CEO/PRESIDENT				36.0			
	SENIOR V.P.	35.5	0.0	35.5		26.6	34.8	43.0
	EXEC. V.P.	32.9	6.5	39.4		28.8	32.3	35.8
	ASST. V.P./DIR				31.0			
	VICE PRESIDENT	30.9	6.8	37.7		32.7	39.7	46.2
	SENIOR V.P.				29.6	27.7	34.2	40.7
	CEO/PRESIDENT				28.6			
	C.O.O.				28.6			
	VICE PRESIDENT				27.5	26.0	30.0	34.0
	VICE PRESIDENT	27.0	13.2	40.2				
	VICE PRESIDENT	24.7	31.0	55.7				
$ 402.2	WEIGHTED GROUP AVG:	$ 36.0	$ 10.2	$ 46.2	$ 34.4			

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 6 - CONTROLLER

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$299.9	SENIOR V.P.	$ 53.5	$ 6.4	$ 59.9				
TO	DIV. V.P./MGR.	46.7	5.8	52.5		$ 30.7	$ 38.4	$ 46.1
$200.0	C.O.O.	43.0	18.0	61.0				
	GROUP EXEC.	37.0	7.0	44.0				
	VICE PRESIDENT				$ 32.2	28.1	35.1	42.1
	CEO/PRESIDENT	32.0	3.0	35.0				
	SENIOR V.P.	30.5	0.6	31.1		24.7	30.4	36.4
	GROUP EXEC.	28.2	6.7	34.9		23.5	31.0	38.5
	VICE PRESIDENT				27.3	19.7	26.2	32.6
$ 269.0	WEIGHTED GROUP AVG:	$ 38.7	$ 6.8	$ 45.5	$ 29.8			
$199.9	VICE PRESIDENT	$ 41.5	$ 7.0	$ 48.5				
TO	VICE PRESIDENT	36.4	10.0	46.4		$ 26.9	$ 33.6	$ 40.4
$100.0	CEO/PRESIDENT	36.0	3.0	39.0				
	CEO/PRESIDENT	35.6	20.7	56.3				
					$ 33.0			
					32.5			
	EXEC. V.P.	31.9	0.0	31.9				
		26.3	2.9	29.2				
	CEO/PRESIDENT	25.0	2.0	27.0				
	CEO/PRESIDENT				22.5			
$ 135.4	WEIGHTED GROUP AVG:	$ 32.4	$ 6.0	$ 38.4	$ 29.3			

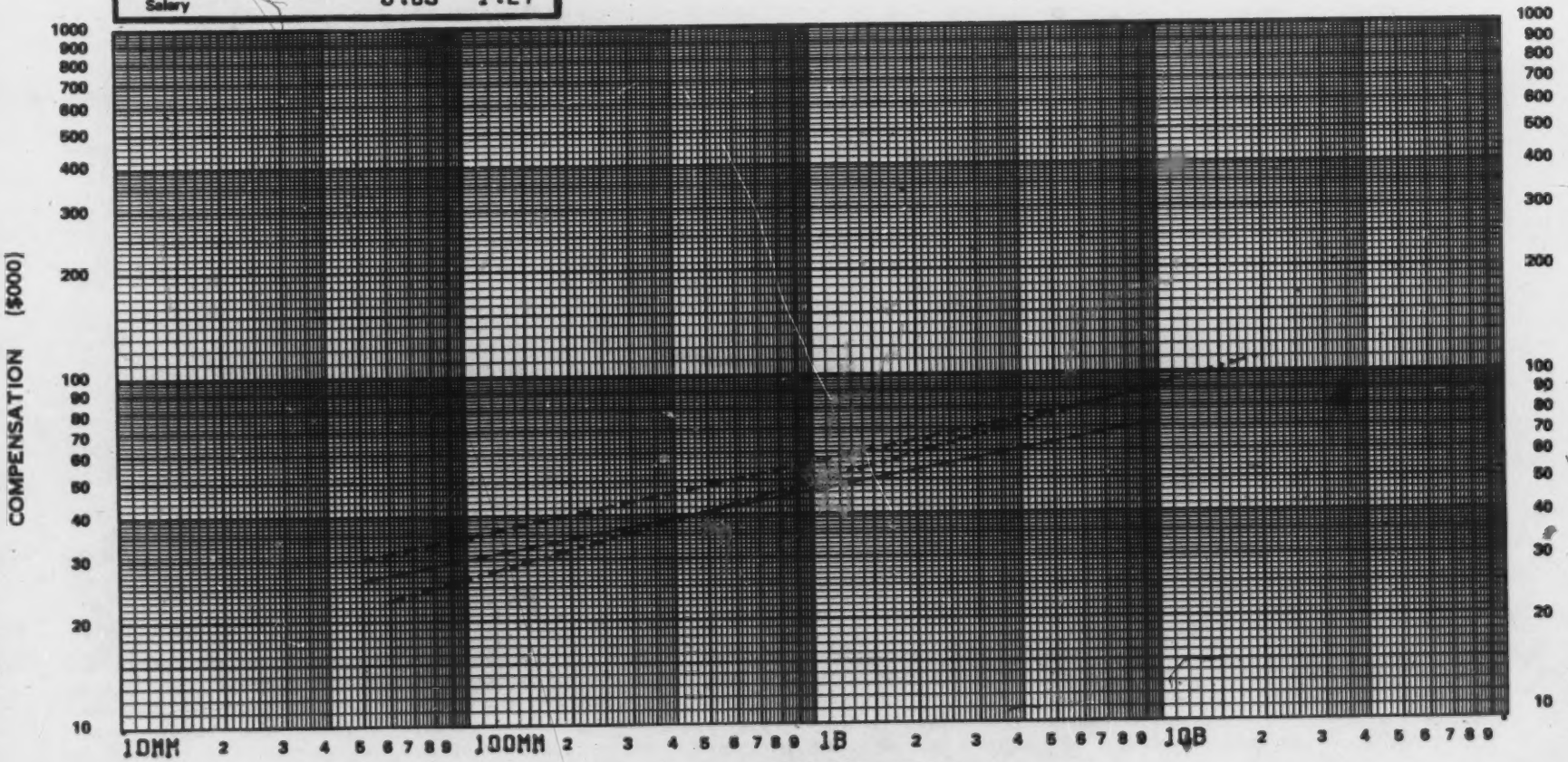
FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 6 - CONTROLLER

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$99.9 AND BELOW	C.O.O.	$ 33.4	$ 2.0	$ 35.4		$ 30.6	$ 38.3	$ 46.0
	CEO/PRESIDENT				$ 32.5			
	BOARD OF DIR.				32.0			
	CEO/PRESIDENT	29.9	0.5	30.4				
	C.O.O.				28.6			
	EXEC. V.P.				26.5	23.9	26.8	29.7
	CEO/PRESIDENT				26.0			
$ 74.3	WEIGHTED GROUP AVG:	$ 31.7	$ 1.2	$ 32.9	$ 29.1			
$ 994.9	POSITION AVERAGE:	$ 41.6	$ 8.5	$ 50.1	$ 41.2			

FOOD MARKETING INSTITUTE

1980 MANAGEMENT COMPENSATION SURVEY

LEGEND		
Company Type/Trend Line	Coefficient of Determination	Standard Error
Bonus Salary ———	0.63	1.29
Bonus T.C. - - - - - -	0.60	1.27
Nonbonus Salary —.—.—	0.69	1.27



SURVEY POSITION #6 - CONTROLLER

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 7 - TOP DATA PROCESSING EXECUTIVE

Directs the data processing function of the corporation or operating company. Analyzes management needs regarding information retrieval, data control and expanded use of computer and data processing equipment in company operations. Provides advice and counsel to management concerning the application of computer techniques to business requirements. Evaluates and oversees divisional/regional data processing operations. Recommends the location, type, size and equipment for data processing installations in divisional/regional organizations. Audits EDP systems and operations within divisional organizations. Maintains contact with professional associations, hardware/software companies, etc., and recommends to management new computer equipment and applications to improve business operations.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$1000.0 AND ABOVE		$ 83.0	$ 18.5	$101.5	$110.0			
	SENIOR V.P.	78.0	60.5	138.5		$ 55.2	$ 69.0	$ 82.8
	SENIOR V.P.	72.0	19.3	91.3		54.1	67.6	81.1
	VICE PRESIDENT				65.0			
	VICE PRESIDENT	57.5	10.0	67.5				
	GROUP EXEC.	45.8	7.0	52.8				
	SENIOR V.P.	45.5	8.2	53.7		38.4	48.2	57.9
	GROUP EXEC.	44.7	8.7	53.4		32.4	40.6	48.7
	VICE PRESIDENT	42.0	4.2	46.2				
	SENIOR V.P.				32.2			
$ 4300.2	WEIGHTED GROUP AVG:	$ 58.6	$ 17.0	$ 75.6	$ 69.1			

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 7 - TOP DATA PROCESSING EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$999.9 TO $500.0	SENIOR V.P.				$ 55.0			
	C.O.O.	$ 53.7	$ 6.6	$ 60.3		$ 42.9	$ 53.6	$ 64.4
	VICE PRESIDENT				50.7			
					47.5			
	GROUP EXEC.	44.7	8.8	53.5		32.4	40.6	48.7
					43.1			
	EXEC. V.P.	41.7	3.0	44.7				
	EXEC. V.P.	37.0	3.5	40.5				
	SENIOR V.P.				36.0	30.6	37.5	44.5
	VICE PRESIDENT				33.5	33.8	42.3	50.8
$ 699.1	WEIGHTED GROUP AVG:	$ 44.3	$ 5.5	$ 49.8	$ 44.3			

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 7 - TOP DATA PROCESSING EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$499.9	CEO/PRESIDENT				$ 50.0			
TO	VICE PRESIDENT				48.0			
$300.0	C.O.O.				44.2			
	VICE PRESIDENT	$ 40.0	$ 3.5	$ 43.5		$ 31.4	$ 39.3	$ 47.2
	EXEC. V.P.	38.0	0.0	38.0		29.5	38.7	48.0
	CEO/PRESIDENT				37.0	27.2	34.0	40.8
	EXEC. V.P.				36.5			
	CEO/PRESIDENT	36.0	12.6	48.6				
	EXEC. V.P.	34.7	2.2	36.9				
	VICE PRESIDENT	34.3	7.5	41.8		36.5	44.5	52.6
					34.2	27.1	32.0	38.5
	C.O.O.				32.7			
	SENIOR V.P.				32.0	27.7	34.2	40.7
	EXEC. V.P.	31.0	5.0	36.0		28.8	32.3	35.8
	CEO/PRESIDENT	30.0	21.5	51.5				
	VICE PRESIDENT				28.4	20.0	26.0	32.1
	VICE PRESIDENT	22.5	20.0	42.5				
$ 398.5	WEIGHTED GROUP AVG:	$ 33.3	$ 9.1	$ 42.3	$ 38.1			
$299.9	VICE PRESIDENT	$ 39.1	$ 4.0	$ 43.1		$ 31.8	$ 39.7	$ 47.7
TO	SENIOR V.P.	38.3	0.9	39.2		27.5	34.4	41.2
$200.0	VICE PRESIDENT	36.4	13.2	49.6		29.7	34.9	40.1
	GROUP EXEC.	35.5	2.5	38.0				
	GROUP EXEC.	30.2	4.2	34.4		22.0	28.5	35.0
		28.5	3.5	32.0		22.6	28.3	33.9
	CEO/PRESIDENT	27.3	2.2	29.5				
	VICE PRESIDENT				$ 26.5	24.4	30.5	36.6
$ 271.5	WEIGHTED GROUP AVG:	$ 33.6	$ 4.4	$ 38.0	$ 26.5			

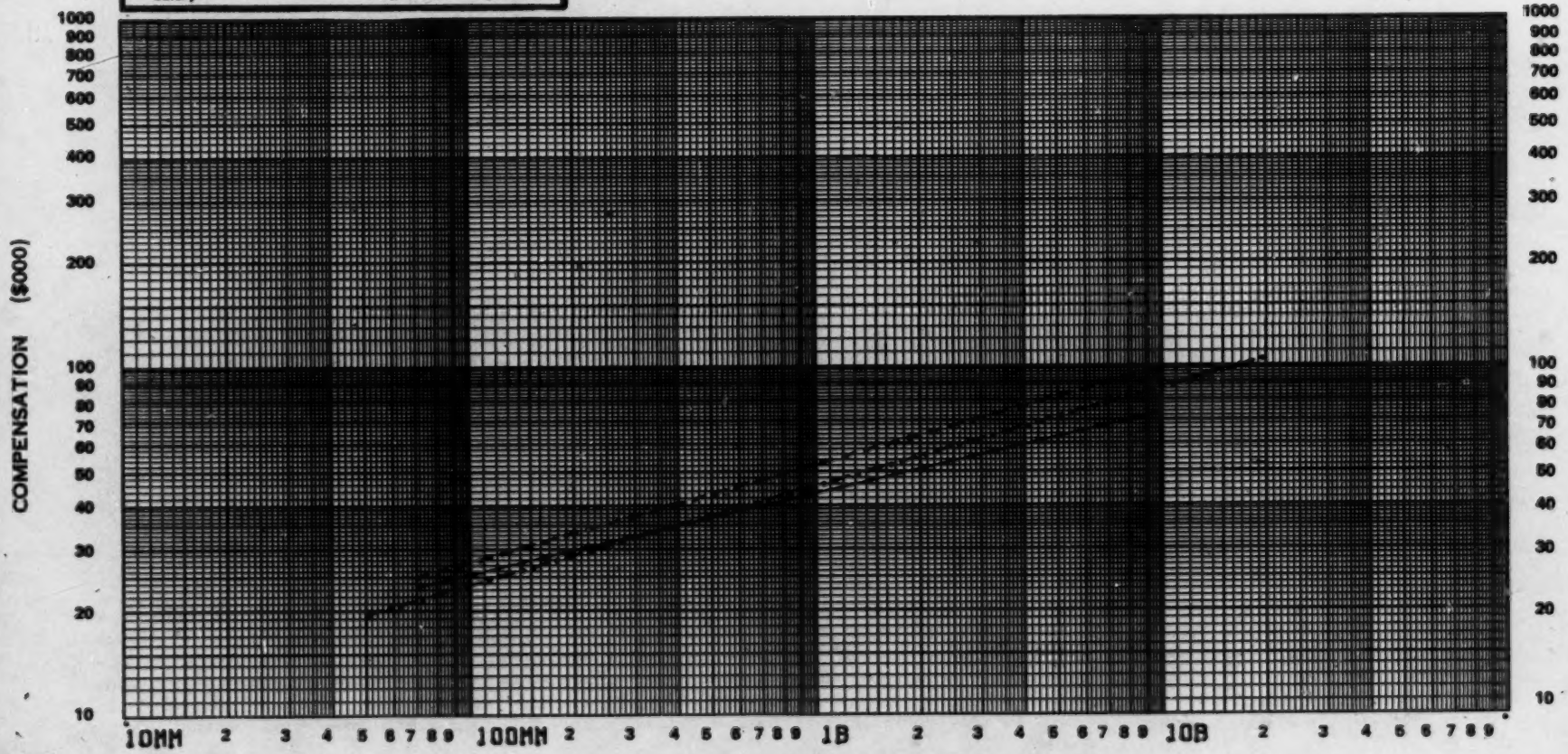
FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 7 - TOP DATA PROCESSING EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$199.9					$ 35.0			
TO	VICE PRESIDENT	$ 34.1	$ 4.0	$ 38.1				
$100.0	EXEC. V.P.	31.0	0.0	31.0				
					29.0			
	CEO/PRESIDENT				28.0			
	C.O.O.	27.8	1.4	29.2				
	CEO/PRESIDENT	27.6	3.0	30.6				
	CEO/PRESIDENT	26.0	0.0	26.0				
	VICE PRESIDENT	26.0	2.3	28.3				
	GROUP EXEC.				25.3			
	VICE PRESIDENT	24.0	0.9	24.9				
	GROUP EXEC.				23.4			
	CEO/PRESIDENT				18.7			
$ 135.6	WEIGHTED GROUP AVG:	$ 28.1	$ 1.6	$ 29.7	$ 26.6			
$99.9	EXEC. V.P.				$ 31.5	$ 28.3	$ 31.1	$ 33.8
AND BELOW	VICE PRESIDENT	$ 25.8	$ 2.1	$ 27.9				
	SENIOR V.P.	24.0	1.0	25.0				
	CEO/PRESIDENT				21.3			
	ASST. V.P./DIR				20.9	17.1	21.3	25.6
	GROUP EXEC.				20.8			
	CEO/PRESIDENT				19.8			
$ 74.4	WEIGHTED GROUP AVG:	$ 24.9	$ 1.6	$ 26.5	$ 22.9			
$ 992.8	POSITION AVERAGE:	$ 38.7	$ 7.7	$ 46.4	$ 37.2			

FOOD MARKETING INSTITUTE

1980 MANAGEMENT COMPENSATION SURVEY

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Salary	———	0.71	1.19
Bonus T.C.	- - - - - -	0.73	1.23
Nonbonus Salary	-.-.-.	0.76	1.22



SURVEY POSITION #7 - TOP DATA PROCESSING EXECUTIVE

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 8 - TOP PERSONNEL EXECUTIVE
W. LABOR RELATIONS

Develops, recommends and implements personnel policies and procedures for the corporation or operating company. Manages personnel function, including employment, compensation, benefits, training, labor relations, and safety/health services. Assures the filling of present and future manpower requirements through the development and implementation of effective recruiting methods and selection techniques. Responsible for the administration of a formalized compensation and benefits program. Oversees the effective negotiation of labor agreements and company unions. Coordinates promotions, transfers and employee placements between company and divisional profit centers. Interprets personnel policy through bulletins, letters and manuals. Advises executives and managers regarding specific personnel problems. Represents the company at meetings of various community organizations and professional groups.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$1000.0 AND ABOVE	CEO/PRESIDENT	$152.0	$ 27.4	$179.4		$132.9	$166.1	$199.3
	CEO/PRESIDENT				$150.0			
	CEO/PRESIDENT	120.0	12.0	132.0				
	BOARD OF DIR.				110.0			
	C.O.O.	66.0	17.2	83.2		56.0	74.9	89.9
	CEO/PRESIDENT				60.0			
$ 6454.3	WEIGHTED GROUP AVG:	$112.7	$ 18.8	$131.5	$106.7			
$999.9 TO $500.0	CEO/PRESIDENT	$100.0	$ 0.0	$100.0				
	CEO/PRESIDENT				$100.0			
	CEO/PRESIDENT	78.1	0.0	78.1		$ 65.0	$ 81.2	$ 97.5
	BOARD OF DIR.	66.0	5.5	71.5				
	GROUP EXEC.	52.0	15.0	67.0		44.3	54.3	64.4
	EXEC. V.P.	51.0	5.0	56.0				
	C.O.O.	50.0	4.0	54.0				
	CEO/PRESIDENT				50.0			
	CEO/PRESIDENT	36.0	0.0	36.0		39.2	49.0	58.8
	GROUP EXEC.	28.0	4.6	32.6				
					26.0			
$ 661.8	WEIGHTED GROUP AVG:	$ 57.6	$ 4.3	$ 61.9	$ 58.7			

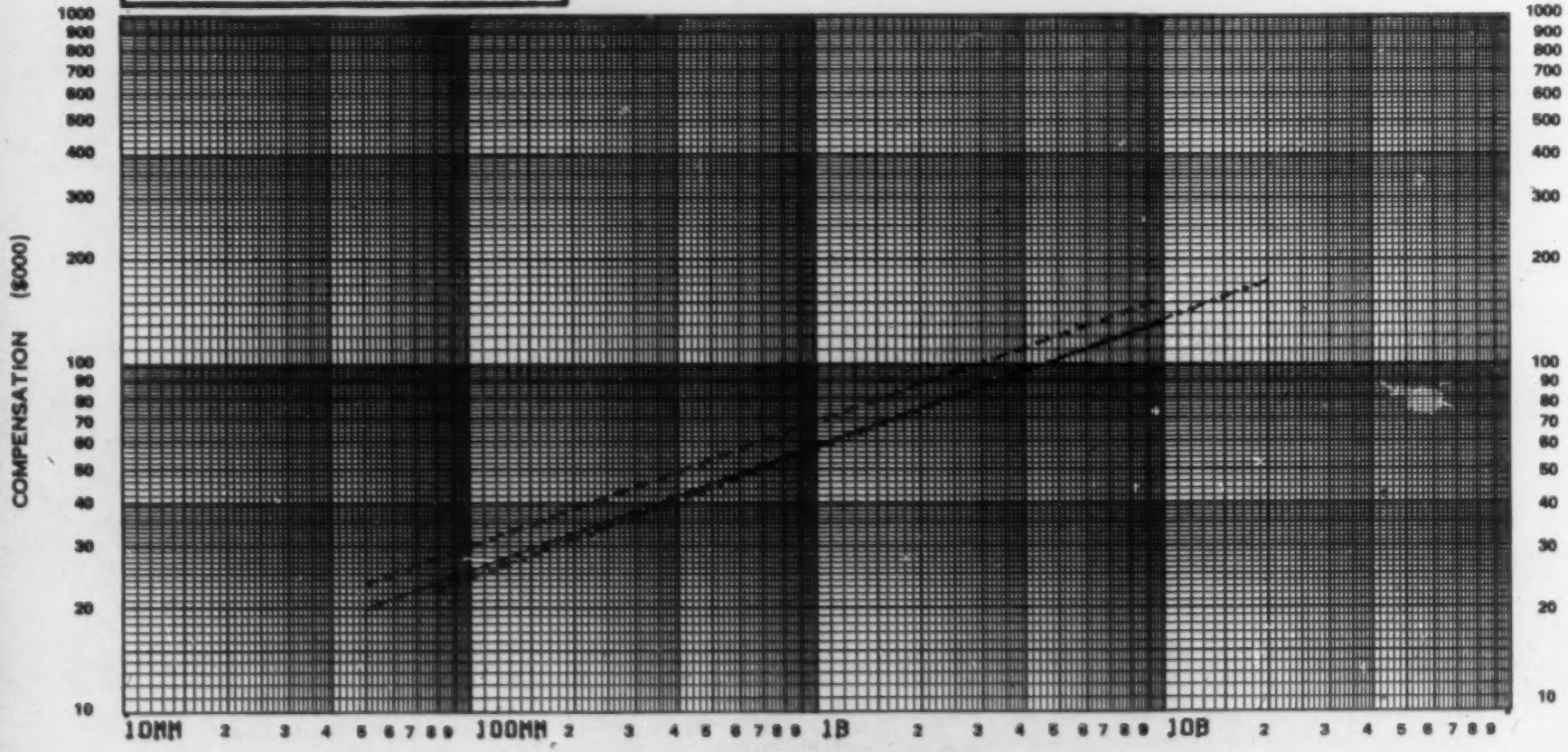
FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 8 - TOP PERSONNEL EXECUTIVE
W. LABOR RELATIONS

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$499.9					$ 55.0			
TO	CEO/PRESIDENT	$ 50.0	$ 40.4	$ 90.4				
$300.0	CEO/PRESIDENT	47.8	23.9	71.7				
	EXEC. V.P.	47.5	0.0	47.5				
	C.O.O.				46.4	$ 35.0	$ 40.5	$ 46.4
	C.O.O.	39.2	4.8	44.0				
	CEO/PRESIDENT	35.0	6.4	41.4		40.9	50.2	59.5
	EXEC. V.P.	33.0	2.2	35.2				
	CEO/PRESIDENT				30.9	24.8	31.0	37.2
					27.0			
	CEO/PRESIDENT	25.7	32.0	57.7				
$ 418.2	WEIGHTED GROUP AVG:	$ 39.7	$ 15.7	$ 55.4	$ 39.8			
$299.9	SENIOR V.P.	$ 43.2	$ 5.4	$ 48.6				
AND BELOW	VICE PRESIDENT				$ 40.3	$ 32.3	$ 40.4	$ 48.5
		33.4	4.5	37.9				
	CEO/PRESIDENT	31.5	3.0	34.5		26.7	33.4	40.0
	CEO/PRESIDENT	31.5	13.2	44.7		29.7	34.9	40.1
	CEO/PRESIDENT	28.6	1.0	29.6				
	BOARD OF DIR.				28.0			
					27.5			
	CEO/PRESIDENT				27.0			
	C.O.O.				26.5			
	CEO/PRESIDENT	25.0	4.0	29.0				
	CEO/PRESIDENT	22.0	0.0	22.0				
	CEO/PRESIDENT	19.2	1.5	20.7				
$ 155.6	WEIGHTED GROUP AVG:	$ 29.3	$ 4.1	$ 33.4	$ 29.9			
$ 1283.6	POSITION AVERAGE:	$ 50.5	$ 8.9	$ 59.4	$ 53.6			

FOOD MARKETING INSTITUTE

1980 MANAGEMENT COMPENSATION SURVEY

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Salary	———	0.69	1.34
Bonus T.C.	- - - - - -	0.66	1.37
Nonbonus Salary	-.-.-.	0.71	1.39



SURVEY POSITION #8 - TOP PERSONNEL EXECUTIVE

W. LABOR RELATIONS

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 9 - TOP PERSONNEL EXECUTIVE
W/O LABOR RELATIONS

Develops, recommends and implements personnel policies and procedures for the corporation or operating company. Manages personnel function, including employment, compensation, benefits, training, safety and health services. Assures the filling of present and future manpower requirements through the development and implementation of effective recruiting methods and selection techniques. Responsible for the administration of a formalized compensation and benefits program. Interprets personnel policy through bulletins, letters and manuals. Advises executives and managers regarding specific personnel problems. Represents the company at meetings of various community organizations and professional groups.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$1000.0 AND ABOVE	GROUP EXEC.	$ 80.0	$ 23.0	$103.0				
	EXEC. V.P.	76.0	7.6	83.6				
	BOARD OF DIR.				$ 65.5			
	SENIOR V.P.	57.5	22.1	79.6		$ 49.1	$ 61.4	$ 73.7
	CEO/PRESIDENT	52.5	10.7	63.2		38.3	47.8	57.4
	C.O.O.				50.0	42.1	52.6	63.1
	CEO/PRESIDENT	43.5	0.0	43.5		31.1	41.8	42.4
	SENIOR V.P.	40.0	7.2	47.2		38.4	48.2	57.9
	C.O.O.				36.4			
					34.2	29.9	37.4	46.7
$ 4095.9	WEIGHTED GROUP AVG:	$ 58.3	$ 11.7	$ 70.0	$ 46.5			

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 9 - TOP PERSONNEL EXECUTIVE
W/O LABOR RELATIONS

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$999.9	CEO/PRESIDENT				$ 62.4			
TO	C.O.O.	$ 50.0	$ 2.0	$ 52.0		$ 41.0	$ 51.5	$ 61.6
$300.0					45.0			
	EXEC. V.P.	42.4	3.8	46.2				
	GROUP EXEC.	41.0	16.8	57.8				
	CEO/PRESIDENT	41.0	10.2	51.2		35.6	44.5	53.4
	CEO/PRESIDENT	23.5	13.4	36.9				
	EXEC. V.P.	22.7	2.0	24.7		20.3	22.4	24.6
$ 483.0	WEIGHTED GROUP AVG:	$ 36.8	$ 8.0	$ 44.8	$ 53.7			
$299.9	GROUP EXEC.	$ 46.4	$ 8.5	$ 54.9		$ 31.0	$ 40.3	$ 49.5
TO	C.O.O.	40.0	7.5	47.5				
$200.0	DIV. V.P./MGR.	30.0	3.8	33.8		27.6	34.5	41.4
	CEO/PRESIDENT	28.8	2.5	31.3				
	VICE PRESIDENT	28.0	7.0	35.0				
	EXEC. V.P.				$ 23.6	17.8	21.8	25.8
$ 269.1	WEIGHTED GROUP AVG:	$ 34.6	$ 5.9	$ 40.5	$ 23.6			

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 9 - TOP PERSONNEL EXECUTIVE
W/O LABOR RELATIONS

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$199.9 AND BELOW	C.O.O.	$ 42.0	$ 7.5	$ 49.5				
					$ 39.0			
	EXEC. V.P.	34.3	5.0	39.3				
	CEO/PRESIDENT	28.6	0.0	28.6				
	EXEC. V.P.				27.3			
	C.O.O.	27.3	7.5	34.8				
	CEO/PRESIDENT				25.7			
	BOARD OF DIR.				25.0			
	C.O.O.				24.7	$ 23.4	$ 25.8	$ 28.1
	C.O.O.	18.4	1.8	20.2				
	CEO/PRESIDENT				17.5			
$ 116.8	WEIGHTED GROUP AVG:	$ 30.1	$ 4.4	$ 34.5	$ 26.5			
$ 1363.5	POSITION AVERAGE:	$ 40.6	$ 7.8	$ 48.4	$ 36.6			

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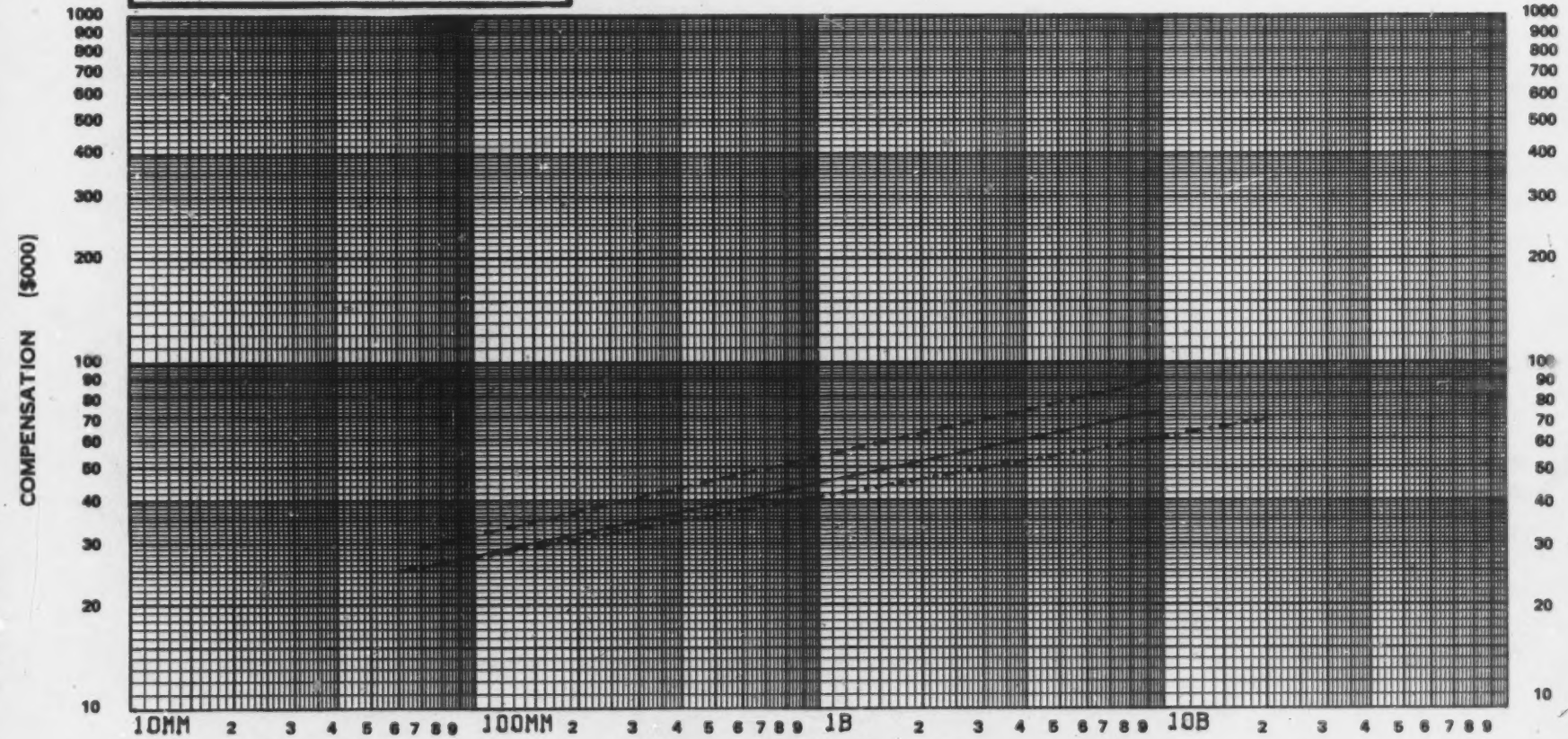
1980 MANAGEMENT COMPENSATION SURVEY

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Salary	———	0.47	1.32
Bonus T.C.	- - - - - -	0.48	1.34
Nonbonus Salary	-.-.-.	0.48	1.36



SURVEY POSITION #9 - TOP PERSONNEL EXECUTIVE

W/O LABOR RELATIONS

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 10 - TOP LABOR RELATIONS EXECUTIVE

Directs the effective negotiation of labor agreements and performs other labor relations activities, including major grievances, mediation, arbitration and N.L.R.B. matters. Projects labor costs from pending and new labor agreements. Interprets and communicates language of new labor agreement to managers and supervisors.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$1000.0 AND ABOVE	SENIOR V.P.	$ 62.5	$ 26.4	$ 88.9		$ 55.2	$ 69.0	$ 82.8
	EXEC. V.P.	60.0	6.0	66.0				
	CEO/PRESIDENT	53.5	13.5	67.0		42.3	53.0	63.7
	CEO/PRESIDENT	45.0	11.3	56.3		34.7	43.4	52.0
		42.8	4.3	47.1		34.3	42.9	53.7
	VICE PRESIDENT	37.5	5.2	42.7		30.7	38.4	46.1
	CEO/PRESIDENT				$ 36.4			
$ 3809.6	WEIGHTED GROUP AVG:	$ 50.2	$ 11.1	$ 61.3	$ 36.4			

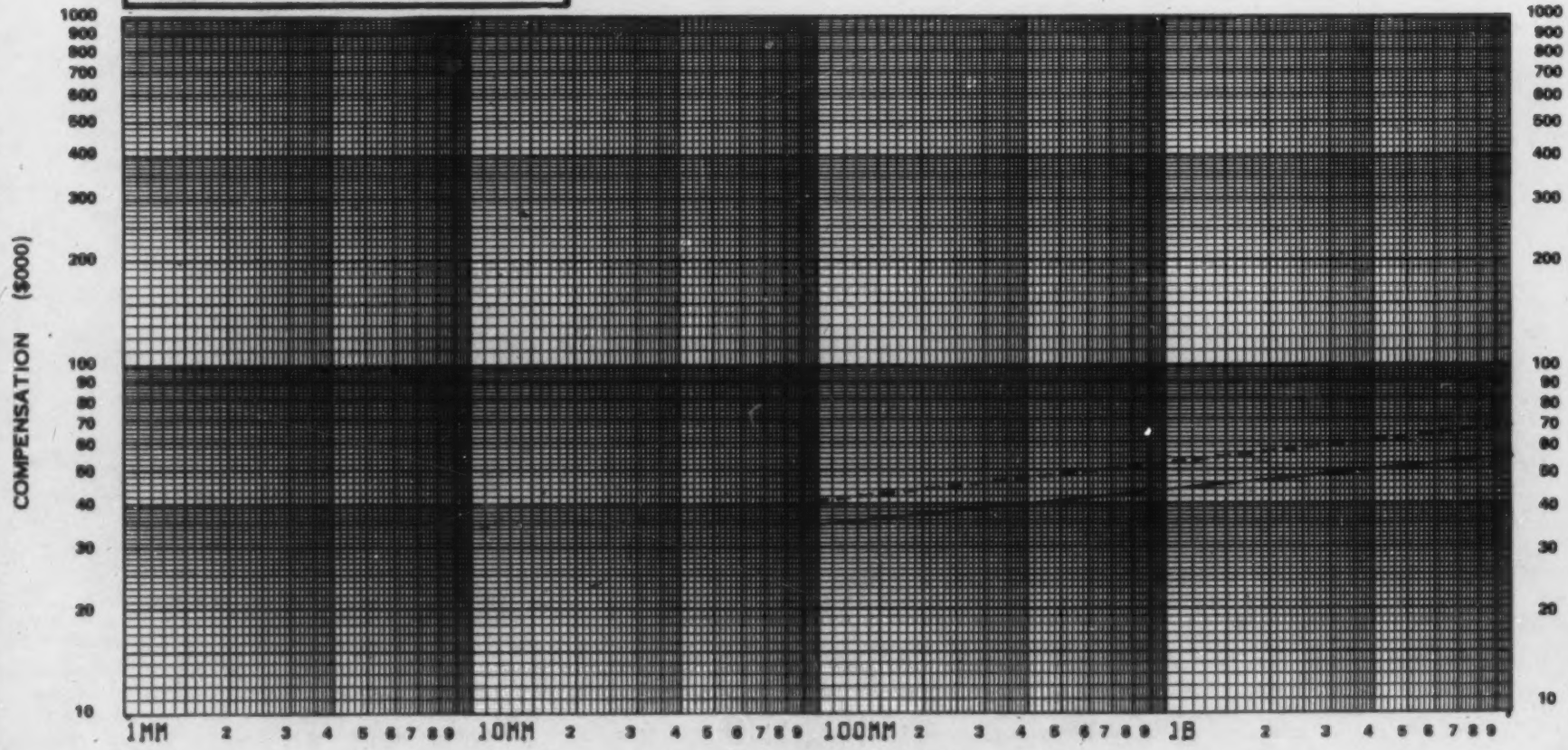
FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 10 - TOP LABOR RELATIONS EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$999.9	CEO/PRESIDENT	$ 57.2	$ 36.3	$ 93.5		$ 43.8	$ 53.0	$ 62.2
AND BELOW	CEO/PRESIDENT	42.5	10.7	53.2		35.6	44.5	53.4
	SENIOR V.P.	42.0	0.0	42.0		28.3	35.4	42.5
	VICE PRESIDENT				$ 39.0	23.9	31.4	39.0
					37.8			
	EXEC. V.P.				35.5			
	CEO/PRESIDENT	34.3	1.3	35.6				
	VICE PRESIDENT				32.4	30.0	35.0	40.0
	EXEC. V.P.				30.0			
	MANAGER				29.0			
	GROUP EXEC.	28.4	3.9	32.3		21.0	26.8	32.5
$ 459.4	WEIGHTED GROUP AVG:	$ 40.9	$ 10.4	$ 51.3	$ 34.0			
$ 1762.3	POSITION AVERAGE:	$ 46.0	$ 10.8	$ 56.8	$ 34.3			

FOOD MARKETING INSTITUTE

1980 MANAGEMENT COMPENSATION SURVEY

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Salary	———	0.33	1.24
Bonus T.C.	------	0.19	1.38
Nonbonus Salary	-.-.-.		



SURVEY POSITION #10 - TOP LABOR RELATIONS EXECUTIVE

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 11 - TOP DISTRIBUTION EXECUTIVE

Develops and recommends objectives, policies and procedures for managing the corporation's or operating company's warehouse and transportation operations, including incoming freight handling, storage, and outgoing deliveries of merchandise to stores. Directs and controls the planning of physical facilities, including buildings, warehouse equipment, trucks and automotive equipment. Directs purchase of all warehouse and delivery equipment. Audits and recommends warehousing and transportation operational methods to ensure maximum efficiency of product movement.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$1000.0	CEO/PRESIDENT	$107.0	$ 42.7	$149.7		$ 73.9	$ 92.4	$110.9
AND ABOVE	CEO/PRESIDENT	100.0	22.0	122.0				
	SENIOR V.P.	64.0	22.8	86.8		49.1	61.4	73.7
	SENIOR V.P.	62.0	14.5	76.5		51.4	64.2	77.0
	VICE PRESIDENT	57.3	5.7	63.0				
	GROUP EXEC.	51.3	12.5	63.8				
	GROUP EXEC.	44.2	14.0	58.2				
$ 3616.5	WEIGHTED GROUP AVG:	$ 67.1	$ 18.4	$ 85.5				
$999.9	CEO/PRESIDENT	$ 70.6	$ 0.0	$ 70.6		$ 65.7	$ 82.1	$ 98.6
TO	EXEC. V.P.	57.0	5.0	62.0				
$500.0	C.O.O.				$ 55.0			
					52.5			
					52.0			
	GROUP EXEC.	51.5	15.2	66.7		38.6	47.3	56.1
	EXEC. V.P.	51.0	5.0	56.0				
	DIV. V.P./MGR.				47.6			
	CEO/PRESIDENT	46.0	16.9	62.9		47.8	59.7	71.7
	GROUP EXEC.	35.8	7.5	43.3		34.7	43.4	52.0
$ 699.1	WEIGHTED GROUP AVG:	$ 52.0	$ 8.3	$ 60.3	$ 51.8			

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 11 - TOP DISTRIBUTION EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$499.9	BOARD OF DIR.	$ 57.2	$ 10.3	$ 67.5				
TO	CEO/PRESIDENT	55.0	27.5	82.5				
$300.0					$ 55.0			
	GROUP EXEC.	48.0	13.6	61.6				
	C.O.O.	45.6	6.2	51.8		$ 37.7	$ 74.1	$ 56.5
	C.O.O.	45.0	0.0	45.0		32.5	42.5	25.5
	BOARD OF DIR.	43.0	9.9	52.9		52.0	64.6	77.3
	C.O.O.				40.5			
	C.O.O.				35.6			
	CEO/PRESIDENT				33.4	24.8	31.0	37.2
	VICE PRESIDENT	32.7	2.2	34.9				
	CEO/PRESIDENT	29.0	21.5	50.5				
	CEO/PRESIDENT	27.8	31.0	58.8				
	VICE PRESIDENT				27.6	23.6	29.1	34.7
$ 404.3	WEIGHTED GROUP AVG:	$ 42.6	$ 13.6	$ 56.2	$ 38.4			
$299.9	CEO/PRESIDENT	$ 61.3	$ 2.7	$ 64.0		$ 40.0	$ 50.9	$ 61.8
TO	CEO/PRESIDENT	58.3	7.0	65.3				
$200.0	C.O.O.	52.0	9.5	61.5				
	C.O.O.	43.0	15.0	58.0				
	DIV. V.P./MGR.	36.3	5.2	41.5		33.1	41.3	49.6
	VICE PRESIDENT	34.8	13.2	48.0		29.7	34.9	40.1
	GROUP EXEC.	34.3	6.6	40.9		22.0	28.5	35.0
	SENIOR V.P.	22.0	2.0	24.0				
$ 272.3	WEIGHTED GROUP AVG:	$ 42.8	$ 7.6	$ 50.4				

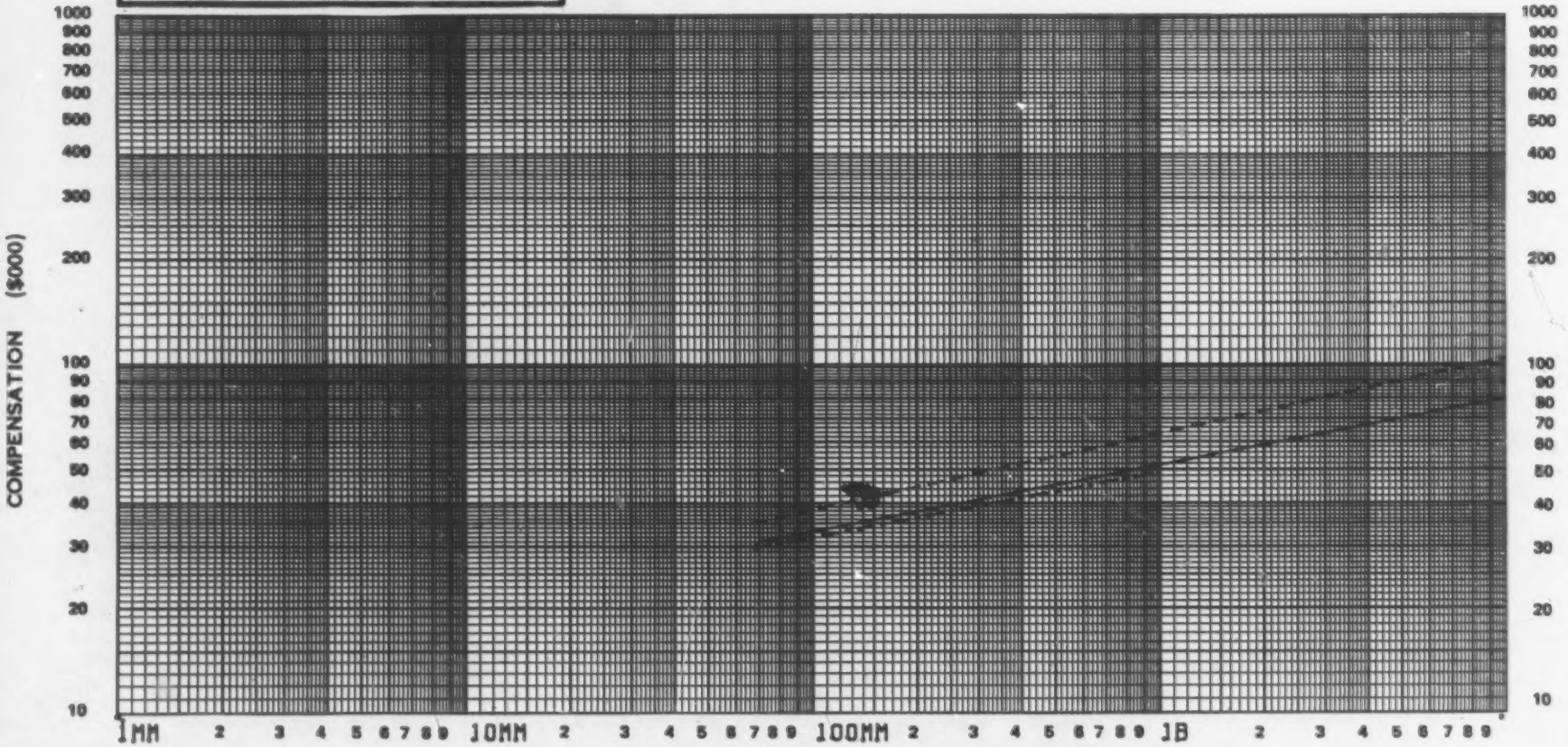
FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 11 - TOP DISTRIBUTION EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$199.9 AND BELOW	C.O.O.	$ 47.3	$ 9.5	$ 56.8				
	CEO/PRESIDENT	44.0	1.8	45.8				
					$ 39.0			
	CEO/PRESIDENT	38.4	3.0	41.4				
	BOARD OF DIR.				37.7			
	CEO/PRESIDENT	36.0	0.0	36.0				
	EXEC. V.P.	35.3	6.0	41.3				
	C.O.O.	34.4	2.0	36.4		$ 30.7	$ 38.4	$ 46.1
	CEO/PRESIDENT	32.5	3.0	35.5		26.7	33.4	40.0
	EXEC. V.P.	32.1	0.0	32.1				
	C.O.O.				27.3	23.9	26.8	29.6
	VICE PRESIDENT	27.3	11.3	38.6				
$ 126.7	WEIGHTED GROUP AVG:	$ 36.4	$ 4.0	$ 40.4	$ 34.7			
$ 870.8	POSITION AVERAGE:	$ 47.5	$ 10.4	$ 57.9	$ 41.9			

FOOD MARKETING INSTITUTE

1980 MANAGEMENT COMPENSATION SURVEY

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Salary	———	0.40	1.30
Bonus T.C.	- - - - - -	0.46	1.30
Nonbonus Salary	-.-.-.	0.39	1.29



SURVEY POSITION #11 - TOP DISTRIBUTION EXECUTIVE

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 12 - TOP CONSTRUCT. & MAINT.
EXEC. W REAL EST.

Directs and controls the corporation's or operating company's real estate, construction, and maintenance functions. Oversees site selection, lease arrangements, and purchase/sale of real property, supervises new and remodel store construction, including architectural design, construction contract awards, and control of construction costs; provides equipment planning and layout services for stores, warehouses, and other facilities. Assists in the purchase of store and warehouse equipment and fixtures. Oversees the maintenance and repair of equipment and fixtures.

SCOPE NUMBER OF STORES		BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
	REPORTS TO	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
100 AND ABOVE	CEO/PRESIDENT				$165.0			
	CEO/PRESIDENT				145.0			
	CEO/PRESIDENT	$ 90.0	$ 44.0	$134.0		$ 90.2	$112.8	$135.4
	SENIOR V.P.				85.0	42.4	55.1	67.8
	VICE PRESIDENT	64.3	6.4	70.7				
	SENIOR V.P.	41.2	4.9	46.1		34.6	43.3	52.0
1047.3	WEIGHTED GROUP AVG:	$ 65.2	$ 18.4	$ 83.6	$131.7			
99 AND BELOW	VICE PRESIDENT	$ 35.4	$ 7.0	$ 42.4				
	CEO/PRESIDENT	33.5	10.0	43.5		$ 31.4		$ 46.5
	C.O.O.	29.2	4.6	33.8				
	CEO/PRESIDENT	28.0	20.1	48.1				
	C.O.O.	27.6	1.0	28.6		27.2	33.9	40.7
		25.8	8.1	33.9				
35.9	WEIGHTED GROUP AVG:	$ 29.8	$ 7.9	$ 37.7				

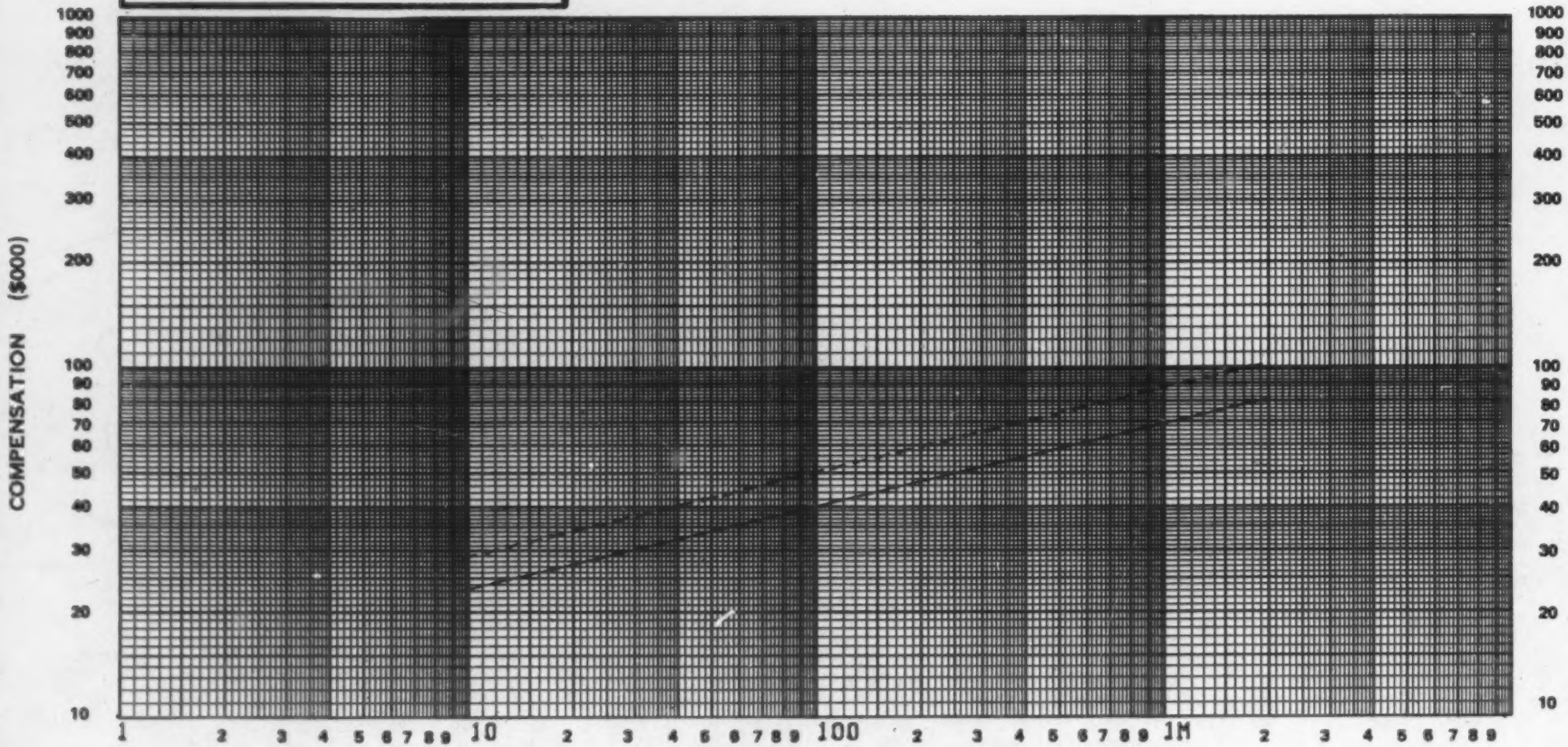
FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 12 - TOP CONSTRUCT. & MAINT.
EXEC. W REAL EST.

SCOPE NUMBER OF STORES	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
NO SCOPE REPORTED	CEO/PRESIDENT	$ 65.0	$ 21.6	$ 86.6	$ 65.0	$ 66.3	$ 82.8	$ 99.4
	CEO/PRESIDENT	42.0	0.0	42.0	41.2	39.2	49.0	58.8
	GROUP EXEC. CEO/PRESIDENT	30.3	0.0	30.3	36.0			
	WEIGHTED GROUP AVG:	$ 45.8	$ 7.2	$ 53.0	$ 47.4			
502.7	POSITION AVERAGE:	$ 41.7	$ 10.1	$ 51.8	$ 89.5			

FOOD MARKETING INSTITUTE

1980 MANAGEMENT COMPENSATION SURVEY

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Salary	———	0.86	1.19
Bonus T.C.	- - - - - -	0.74	1.29
Nonbonus Salary	-.-.-.		



SURVEY POSITION #12 - TOP CONSTRUCT. & MAINT.
EXEC. W REAL EST.

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 13 - TOP CONSTRUCT. & MAINT.
EXEC.-W/O REAL EST.

Directs the corporation's or operating company's new and remodel store construction, including architectural design, construction contract awards, and control of construction costs. Provides equipment planning and layout services for stores, warehouses, and other facilities; assists in the purchase of store and warehouse equipment and fixtures. Oversees the maintenance and repair of equipment and fixtures.

SCOPE NUMBER OF STORES	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
100 AND ABOVE	EXEC. V.P.				$ 78.6			
	SENIOR V.P.	$ 62.0	$ 22.1	$ 84.1		$ 49.1	$ 61.4	$ 73.7
	SENIOR V.P.	60.0	15.1	75.1		51.4	64.2	77.0
	SENIOR V.P.	60.0	12.4	72.4		55.9	69.9	83.9
	EXEC. V.P.	56.0	5.2	61.2				
	VICE PRESIDENT	51.0	12.0	63.0				
	BOARD OF DIR.	48.1	0.0	48.1				
	CEO/PRESIDENT	47.1	10.5	57.6				
	SENIOR V.P.				43.8	36.6	47.4	58.2
	CEO/PRESIDENT	42.5	6.6	49.1		41.0	51.2	61.4
	C.O.O.	32.0	6.2	38.2		36.5	44.5	52.6
678.1	WEIGHTED GROUP AVG:	$ 51.0	$ 10.0	$ 61.0	$ 61.2			

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 13 - TOP CONSTRUCT. & MAINT.
EXEC.-W/O REAL EST.

SCOPE NUMBER OF STORES	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
99	EXEC. V.P.				$ 65.0			
TO					54.0			
50	CEO/PRESIDENT	$ 46.0	$ 7.9	$ 53.9		$ 37.7	$ 47.1	$ 56.5
	C.O.O.	45.2	29.2	74.4		43.8	53.0	62.2
		43.0	3.5	46.5				
	CEO/PRESIDENT	38.0	0.0	38.0		26.2	32.7	39.2
	GROUP EXEC.				38.0	33.6	41.3	48.0
					37.0			
	VICE PRESIDENT	36.5	5.3	41.8				
	CEO/PRESIDENT	35.8	17.9	53.7				
	VICE PRESIDENT	32.5	10.0	42.5				
	GROUP EXEC.	31.5	4.2	35.7		22.0	28.5	35.0
	EXEC. V.P.	24.2	20.0	44.2				
68.5	WEIGHTED GROUP AVG:	$ 37.0	$ 10.9	$ 47.9	$ 48.5			

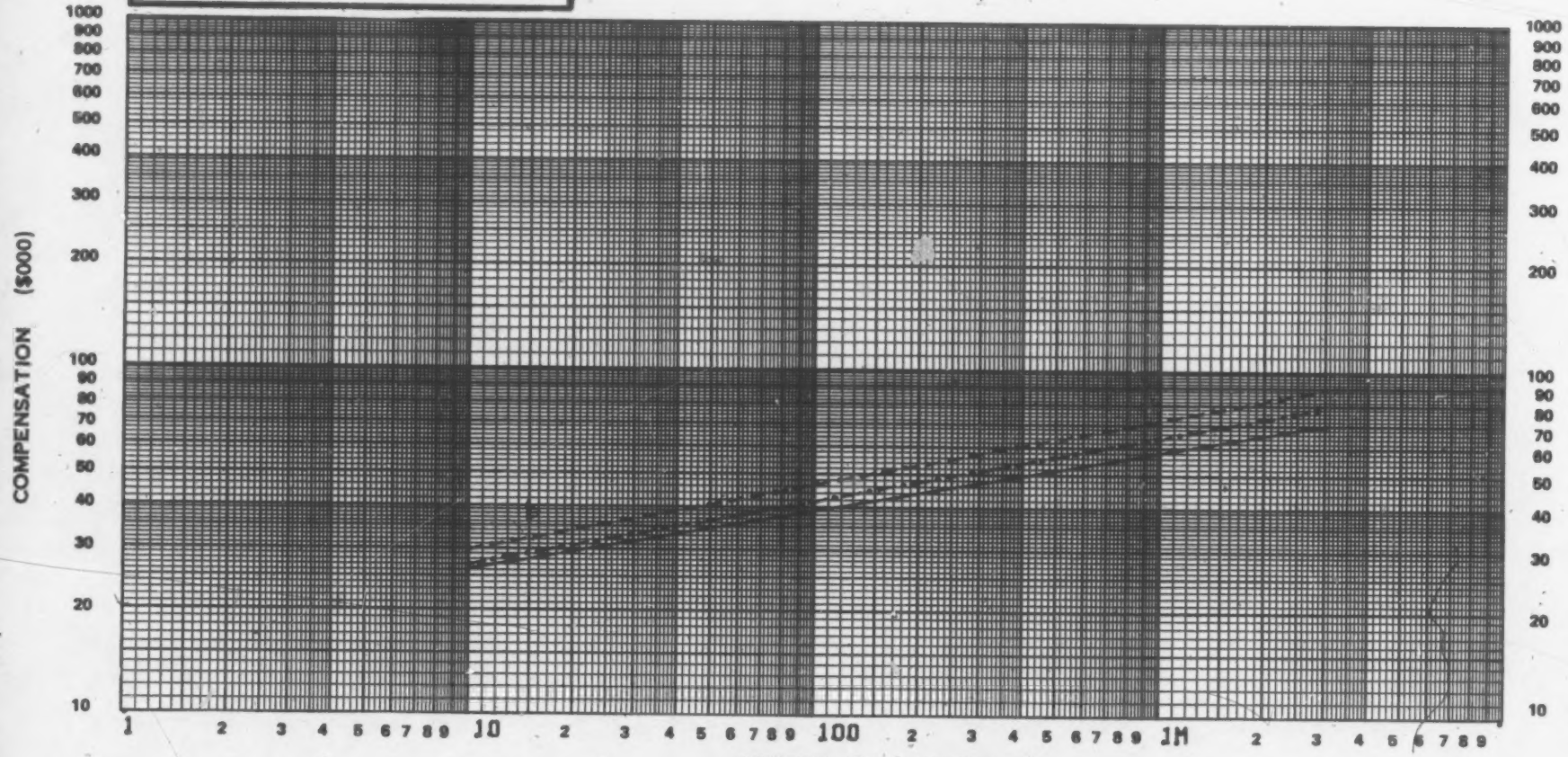
FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 13 - TOP CONSTRUCT. & MAINT.
EXEC.-W/O REAL EST.

SCOPE NUMBER OF STORES	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
49 AND BELOW	C.O.O.				$ 62.4			
	CEO/PRESIDENT				40.6			
	EXEC. V.P.				39.0			
					38.0			
	EXEC. V.P.	$ 34.5	$ 4.5	$ 39.0		$ 28.8	$ 32.3	$ 35.8
	C.O.O.				33.8	30.0	36.7	43.5
	CEO/PRESIDENT	33.7	0.6	34.3		27.5	34.4	41.2
	CEO/PRESIDENT	31.0	2.5	33.5				
	C.O.O.				29.3			
	VICE PRESIDENT				28.0	23.6	29.1	34.7
	EXEC. V.P.	27.6	0.0	27.6				
	CEO/PRESIDENT	25.0	2.0	27.0				
	CEO/PRESIDENT				20.5			
29.3	WEIGHTED GROUP AVG:	$ 30.4	$ 1.9	$ 32.3	$ 36.5			
NO SCOPE REPORTED	VICE PRESIDENT				$ 36.0	$ 37.3	$ 45.7	$ 54.1
	C.O.O.				34.1			
	EXEC. V.P.	$ 29.5	$ 1.1	$ 30.6				
	C.O.O.				28.9			
	WEIGHTED GROUP AVG:	$ 29.5	$ 1.1	$ 30.6	$ 33.0			
236.0	POSITION AVERAGE:	$ 40.5	$ 8.3	$ 48.8	$ 41.6			

FOOD MARKETING INSTITUTE

1980 MANAGEMENT COMPENSATION SURVEY

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Salary	———	0.56	1.21
Bonus T.C.	- - - - - -	0.52	1.25
Nonbonus Salary	-.-.-.	0.61	1.25



SURVEY POSITION #13 - TOP CONSTRUCT. & MAINT. EXEC.-W/O REAL EST.

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 14 - TOP REAL ESTATE EXECUTIVE

Directs and controls the corporation's or operating company's real estate function. Responsible for new store site evaluation and acquisition; leasing arrangements for stores, warehouses and other facilities. Negotiates the purchase and sale of real property. Approves real estate documents and taxes. Maintains contacts with real estate brokers, building development firms, and state, country and governmental agencies.

SCOPE NUMBER OF STORES	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
200	SENIOR V.P.	$ 77.5	$ 19.5	$ 97.0		$ 62.1	$ 77.8	$ 93.2
AND ABOVE	EXEC. V.P.	76.0	10.6	86.6				
	EXEC. V.P.				$ 58.0			
	VICE PRESIDENT	57.0	15.0	72.0				
	SENIOR V.P.	46.5	4.7	51.2		43.8	54.7	65.6
	SENIOR V.P.				42.0	34.9	45.0	55.1
	VICE PRESIDENT	40.0	9.9	49.9		37.8	47.3	56.8
	VICE PRESIDENT	34.9	3.5	38.4		31.0	37.2	43.4
806.1	WEIGHTED GROUP AVG:	$ 55.3	$ 10.6	$ 65.9	$ 50.0			

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 14 - TOP REAL ESTATE EXECUTIVE

SCOPE NUMBER OF STORES	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
199	CEO/PRESIDENT	$ 65.0	$ 7.4	$ 72.4		$ 47.8	$ 59.8	$ 71.8
TO		64.1	8.9	73.0				
75	BOARD OF DIR.				$ 53.0			
	CEO/PRESIDENT	47.0	23.5	70.5				
	CEO/PRESIDENT	46.1	15.8	61.9				
	C.O.O.	41.0	9.0	50.0		36.5	44.5	52.6
	CEO/PRESIDENT	36.0	0.0	36.0		28.3	35.4	42.5
		33.9	3.3	37.2		31.8	39.7	47.7
	GROUP EXEC.				28.0	23.0	28.2	33.4
	EXEC. V.P.	26.5	20.0	46.5				
109.0	WEIGHTED GROUP AVG:	$ 45.0	$ 10.9	$ 55.9	$ 40.5			
74					$ 61.0			
AND BELOW	GROUP EXEC.	$ 47.0	$ 14.2	$ 61.2				
	CEO/PRESIDENT	45.2	29.2	74.4		$ 43.8	$ 53.0	$ 62.2
	CEO/PRESIDENT	40.0	5.0	45.0				
	SENIOR V.P.	37.0	0.0	37.0		29.5	38.7	48.0
	C.O.O.	34.0	13.0	47.0				
	CEO/PRESIDENT				30.4			
					30.0			
	VICE PRESIDENT				29.1			
	SENIOR V.P.				27.3	25.0	31.4	37.8
	CEO/PRESIDENT				18.5			
42.0	WEIGHTED GROUP AVG:	$ 40.6	$ 12.3	$ 52.9	$ 32.7			

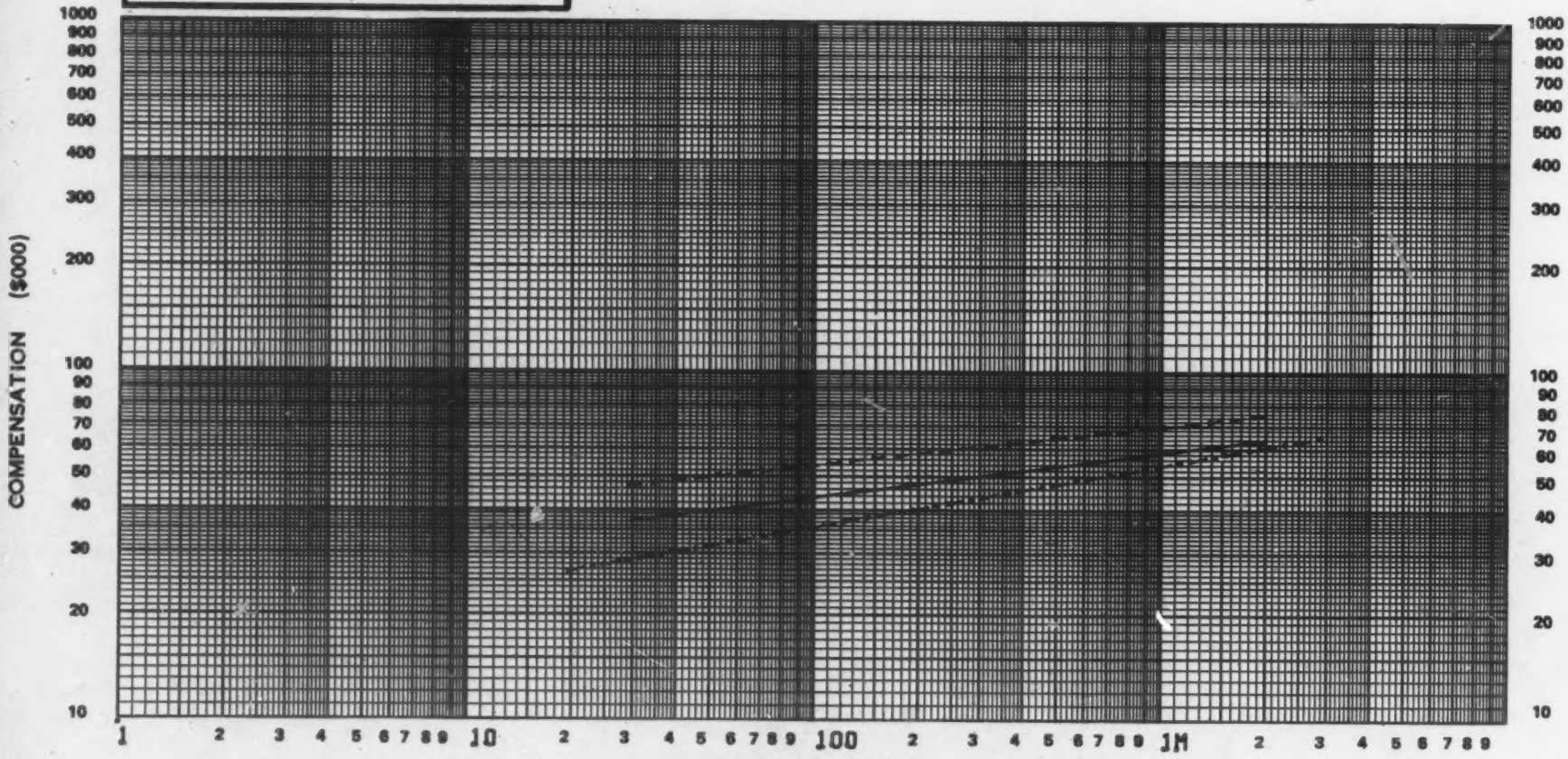
FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 14 - TOP REAL ESTATE EXECUTIVE

SCOPE NUMBER OF STORES	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
NO SCOPE REPORTED	CEO/PRESIDENT	$ 65.0	$ 5.0	$ 70.0				
	CEO/PRESIDENT				$ 45.5	$ 42.8	$ 53.5	$ 64.2
	VICE PRESIDENT	41.8	6.5	48.3		34.7	43.4	52.0
	WEIGHTED GROUP AVG:	$ 53.4	$ 5.8	$ 59.2	$ 45.5			
275.9	POSITION AVERAGE:	$ 47.7	$ 10.7	$ 58.4	$ 38.4			

FOOD MARKETING INSTITUTE

1980 MANAGEMENT COMPENSATION SURVEY

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Salary	———	0.19	1.32
Bonus T.C.	------	0.23	1.33
Nonbonus Salary	-.-.-.	0.99	1.98



SURVEY POSITION #14 - TOP REAL ESTATE EXECUTIVE

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 15 - TOP SECURITY/LOSS PREVENTION EXEC.

Establishes and enforces security policies and procedures designed to protect company property and merchandise. Directs and controls programs to prevent losses due to theft, vandalism, and fire. Supervises security department, including guard force. Works with law enforcement agencies on investigations or irregularities connected with security of company property and merchandise.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$1000.0 AND ABOVE	C.O.O.	$ 63.0	$ 6.3	$ 69.3				
	SENIOR V.P.	50.0	13.7	63.7		$ 39.2	$ 49.0	$ 58.8
	VICE PRESIDENT	39.0	4.0	43.0				
	SENIOR V.P.				$ 38.0	31.6	40.8	49.9
	CEO/PRESIDENT	35.5	5.6	41.1		31.5	39.4	47.2
	VICE PRESIDENT				35.0	29.9	37.4	46.7
	GROUP EXEC.				31.2			
$ 3610.6	WEIGHTED GROUP AVG:	$ 46.9	$ 7.4	$ 54.3	$ 34.7			
$999.9 TO $500.0	C.O.O.	$ 43.5	$ 3.5	$ 47.0				
	VICE PRESIDENT				$ 37.7			
	CEO/PRESIDENT	35.5	3.2	38.7		$ 28.4	$ 35.5	$ 42.6
					32.5			
	SENIOR V.P.				30.4	30.0	35.0	40.0
					30.0			
	CEO/PRESIDENT				27.5	27.0	33.8	40.6
	DIV. V.P./MGR.	26.9	4.4	31.3				
	VICE PRESIDENT	26.8	0.0	26.8		24.9	31.1	37.4
	SENIOR V.P.				25.7	25.3	31.0	36.7
$ 706.0	WEIGHTED GROUP AVG:	$ 33.2	$ 2.8	$ 35.9	$ 30.6			

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 15 - TOP SECURITY/LOSS PREVENTION EXEC.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$499.9	C.O.O.	$ 37.7	$ 3.3	$ 41.0				
TO	VICE PRESIDENT	35.0	7.3	42.3				
$300.0					$ 34.8	$ 27.1	$ 32.0	$ 38.5
	EXEC. V.P.	32.6	6.0	38.6		25.6	29.1	32.6
	CEO/PRESIDENT	30.2	6.5	36.7		29.5	35.5	41.6
	SENIOR V.P.				30.0	25.0	31.4	37.8
	VICE PRESIDENT	29.9	2.1	32.0		26.4	33.0	39.6
	VICE PRESIDENT	29.0	4.4	33.4				
	EXEC. V.P.				28.8			
	SENIOR V.P.				27.3			
	VICE PRESIDENT	25.7	1.2	26.9				
	CEO/PRESIDENT				23.6	15.2	19.0	22.8
	VICE PRESIDENT				23.4			
	CEO/PRESIDENT	21.3	25.0	46.3				
$ 410.5	WEIGHTED GROUP AVG:	$ 30.2	$ 7.0	$ 37.2	$ 28.0			

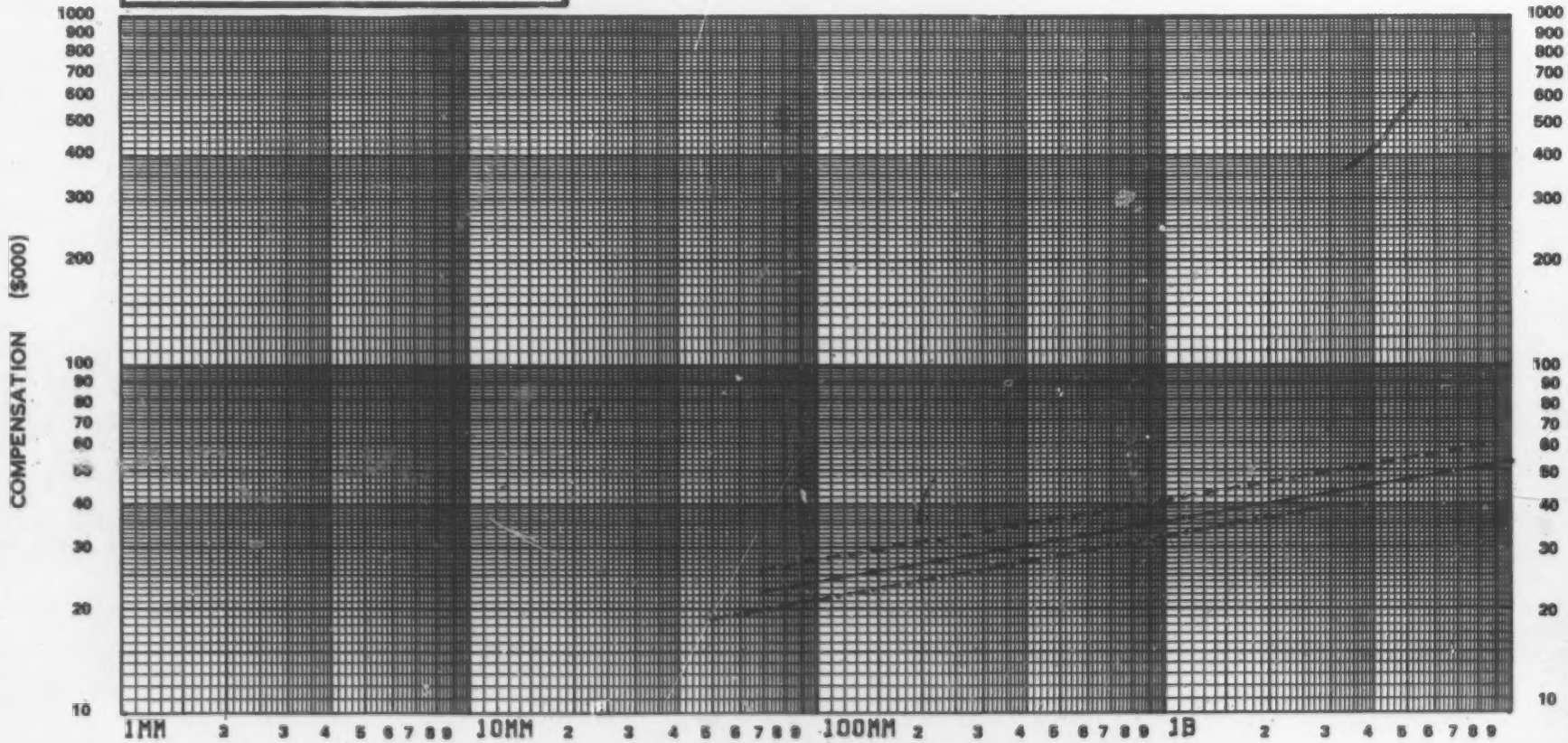
FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 15 - TOP SECURITY/LOSS PREVENTION EXEC.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$299.9	VICE PRESIDENT	$ 31.2	$ 7.0	$ 38.2		$ 24.3	$ 30.4	$ 36.4
TO	VICE PRESIDENT	28.9	2.0	30.9		22.5	28.1	33.8
$100.0	SENIOR V.P.				$ 28.7	24.4	30.5	36.6
					28.5			
	EXEC. V.P.				26.6	24.7	30.4	36.4
	CEO/PRESIDENT	23.4	0.0	23.4				
	C.O.O.	22.5	5.0	27.5				
	ASST. V.P./DIR				22.3	20.2	23.8	27.4
	C.O.O.				21.6			
	ASST. V.P./DIR				20.8			
	GROUP EXEC.	19.6	2.6	22.2		15.5	17.8	20.0
	CEO/PRESIDENT				18.2			
					17.8			
$ 203.4	WEIGHTED GROUP AVG:	$ 25.1	$ 3.3	$ 28.4	$ 23.1			
$99.9	C.O.O.	$ 31.0	$ 6.6	$ 37.6				
AND BELOW	BOARD OF DIR.				$ 26.8			
		24.5	2.2	26.7				
	C.O.O.				23.4	$ 21.3	$ 24.1	$ 26.8
		22.2	2.3	24.5				
	VICE PRESIDENT				19.0			
	CEO/PRESIDENT				19.0			
	EXEC. V.P.				15.6			
$ 76.6	WEIGHTED GROUP AVG:	$ 25.9	$ 3.7	$ 29.6	$ 20.8			
$ 795.0	POSITION AVERAGE:	$ 31.9	$ 5.1	$ 37.0	$ 26.6			

FOOD MARKETING INSTITUTE

1980 MANAGEMENT COMPENSATION SURVEY

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Salary	———	0.58	1.20
Bonus T.C.	- - - - - -	0.51	1.23
Nonbonus Salary	-.-.-.	0.60	1.16



SURVEY POSITION #15 - TOP SECURITY/LOSS PREVENTION EXEC.

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 16 - TOP SANITATION EXECUTIVE

Directs the corporation's or operating company's sanitation program. Develops and recommends sa[illegible]n policies, procedures and programs. Coordinates efforts to ensure compliance with federal, state and local sanitation requirements.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$1000.0 AND ABOVE	CEO/PRESIDENT				$ 48.8			
	VICE PRESIDENT	$ 48.0	$ 17.7	$ 65.7		$ 43.8	$ 54.7	$ 65.6
	VICE PRESIDENT	41.0	6.5	47.5				
	CEO/PRESIDENT				26.0			
	VICE PRESIDENT				20.4	19.6	24.5	30.7
$ 5745.8	WEIGHTED GROUP AVG:	$ 44.5	$ 12.1	$ 56.6	$ 31.7			
$999.9 TO $400.0					$ 28.3			
					27.3	$ 22.8	$ 26.7	$ 31.9
	GROUP EXEC.				25.0			
	GROUP EXEC.	$ 22.8	$ 0.7	$ 23.5				
	SENIOR V.P.				22.5	23.0	28.2	33.4
$ 513.1	WEIGHTED GROUP AVG:	$ 22.8	$ 0.7	$ 23.5	$ 25 8			

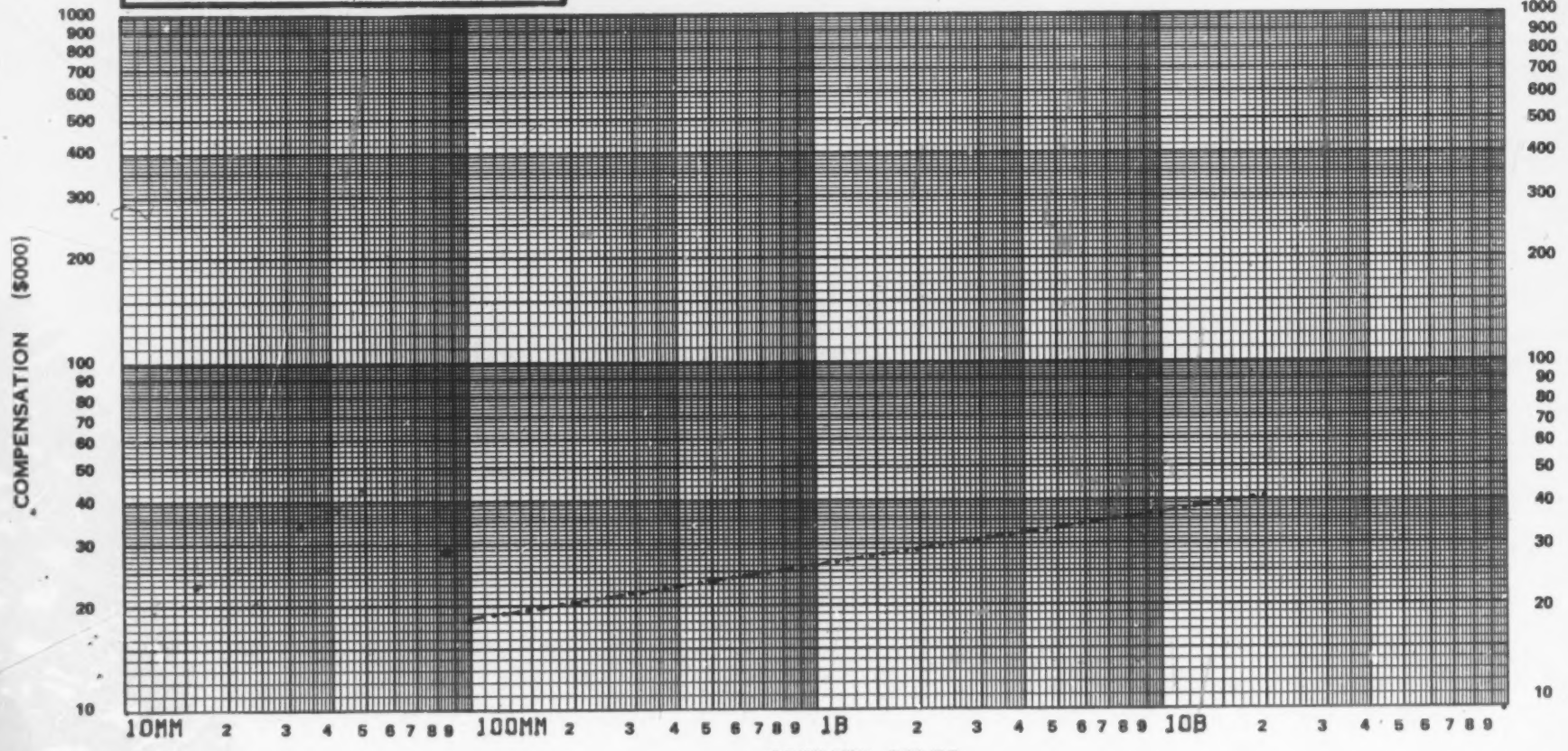
FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 16 - TOP SANITATION EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$399.9 AND BELOW	DIV. V.P./MGR.	$ 35.0	$ 0.0	$ 35.0				
	VICE PRESIDENT	26.8	1.0	27.8				
	CEO/PRESIDENT	24.8	3.6	28.4				
	CEO/PRESIDENT				$ 19.5			
	GROUP EXEC.				19.0			
$ 228.2	WEIGHTED GROUP AVG:	$ 28.9	$ 1.5	$ 30.4	$ 19.3			
$ 2162.4	POSITION AVERAGE:	$ 33.1	$ 4.9	$ 38.0	$ 26.3			

FOOD MARKETING INSTITUTE

1980 MANAGEMENT COMPENSATION SURVEY

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Salary	———		
Bonus T.C.	- - - - - -		
Nonbonus Salary	-.-.-.	0.55	1.29



SURVEY POSITION #16 - TOP SANITATION EXECUTIVE

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 17 - TOP MERCHANDISING & PROCUREMENT EXEC.

Directs the corporation's or operating company's merchandising, buying, pricing, advertising and service programs. Oversees and controls merchandising strategies for grocery, meat, produce, frozen food, dairy, and nonfood products. Oversees and controls product procurement.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$1000.0 AND ABOVE	C.O.O.	$275.0	$ 27.5	$302.5				
	CEO/PRESIDENT				$150.0			
	CEO/PRESIDENT	120.0	65.1	185.1		$ 90.2	$112.8	$135.4
	C.O.O.				117.5	73.5	91.9	110.3
	VICE PRESIDENT	96.0	31.0	127.0				
	CEO/PRESIDENT	95.0	23.9	118.9		75.2	94.0	113.0
	C.O.O.				85.0			
	SENIOR V.P.	84.4	30.0	114.4		63.3	79.2	95.0
		65.0	0.0	65.0				
	C.O.O.	51.8	19.3	71.1				
$ 4157.2	WEIGHTED GROUP AVG:	$112.5	$ 28.1	$140.6	$117.5			
$999.9 TO $500.0	CEO/PRESIDENT	$100.0	$ 0.0	$100.0		$ 65.7	$ 82.1	$ 98.6
	C.O.O.				$ 90.0			
	BOARD OF DIR.	65.0	24.5	89.5				
					62.5			
	CEO/PRESIDENT	50.0	18.3	68.3		53.6	67.0	80.0
	EXEC. V.P.	40.0	3.0	43.0				
$ 759.7	WEIGHTED GROUP AVG:	$ 63.8	$ 11.4	$ 75.2	$ 76.3			

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 17 - TOP MERCHANDISING & PROCUREMENT EXEC.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$499.9	C.O.O.	$ 67.5	$ 0.0	$ 67.5				
TO	C.O.O.	66.2	0.0	66.2		$ 46.9	$ 58.6	$ 70.3
$300.0	C.O.O.	55.0	0.0	55.0		37.4	46.5	55.7
	C.O.O.				$ 53.9	50.0	55.0	60.0
	CEO/PRESIDENT	50.0	15.0	65.0				
	CEO/PRESIDENT	42.0	8.0	50.0		40.9	50.2	59.5
	C.O.O.	39.2	4.8	44.0				
					35.0	35.4	42.5	51.3
	CEO/PRESIDENT	34.0	53.3	87.3				
	CEO/PRESIDENT				33.0	24.8	31.0	37.2
	CEO/PRESIDENT	32.5	47.0	79.5				
	C.O.O.				30.0			
	DIV. V.P./MGR.				26.7	21.0	26.5	32.0
$ 418.8	WEIGHTED GROUP AVG:	$ 48.3	$ 16.0	$ 64.3	$ 32.3			
$299.9	SENIOR V.P.	$ 57.0	$ 8.7	$ 65.7				
TO	C.O.O.	55.9	34.6	90.5		$ 43.8	$ 53.0	$ 62.2
$200.0	GROUP EXEC.	54.0	10.0	64.0				
	C.O.O.	50.0	22.5	72.5				
	DIV. V.P./MGR.	48.8	9.6	58.4				
	GROUP EXEC.	47.5	14.5	62.0		31.0	40.3	49.5
	CEO/PRESIDENT				$ 45.0	42.8	53.5	64.2
	CEO/PRESIDENT	44.0	2.7	46.7		36.6	48.3	60.0
$ 271.5	WEIGHTED GROUP AVG:	$ 51.0	$ 14.7	$ 65.7	$ 45.0			

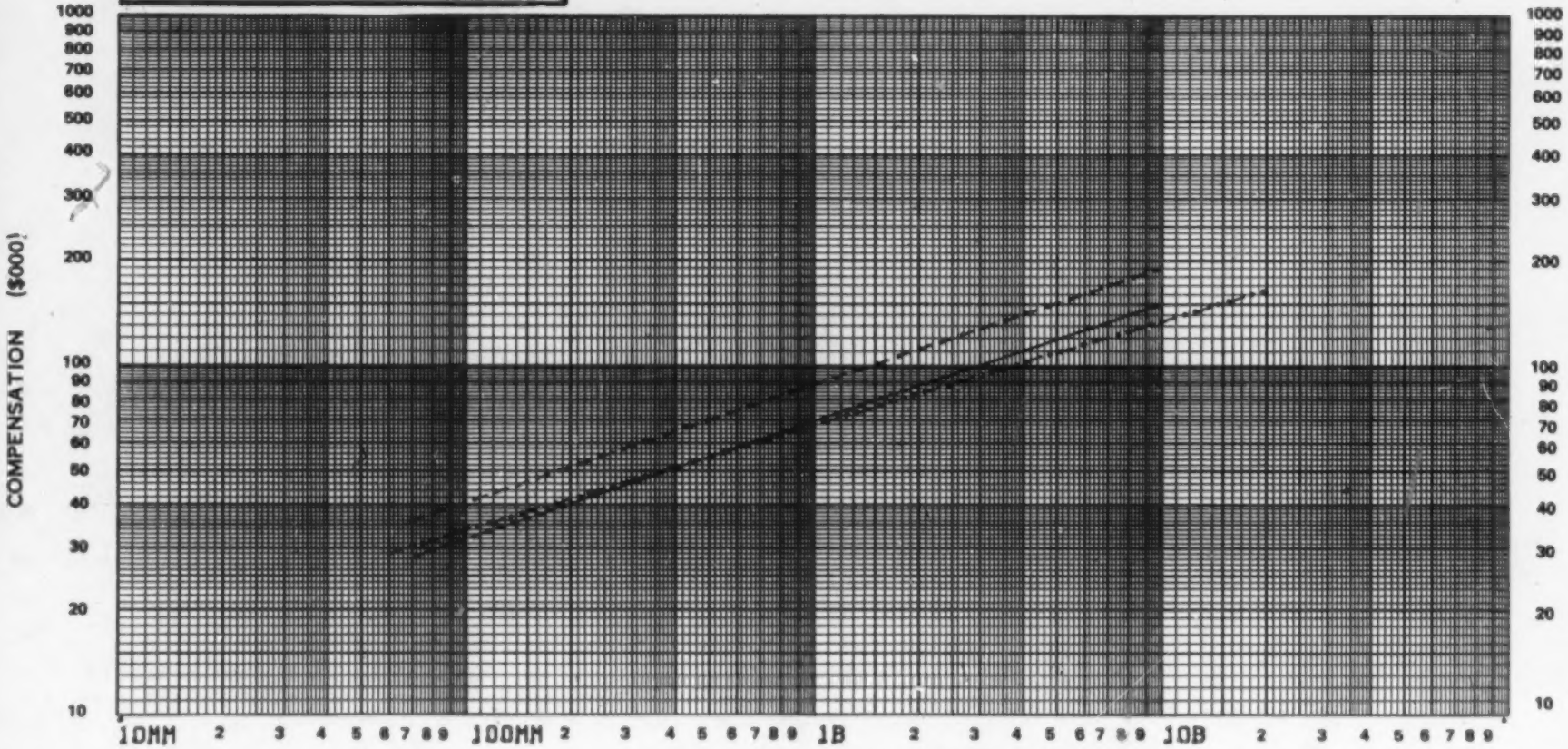
FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 17 - TOP MERCHANDISING & PROCUREMENT EXEC.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$199.9 AND BELOW					$ 46.0			
	C.O.O.				46.0			
	CEO/PRESIDENT	$ 43.5	$ 21.8	$ 65.3				
	BOARD OF DIR.				42.4			
	C.O.O.	38.0	2.0	40.0		$ 36.8	$ 46.0	$ 55.2
	C.O.O.	34.5	19.5	54.0				
	CEO/PRESIDENT	28.8	2.5	31.3				
	CEO/PRESIDENT				25.5			
$ 114.6	WEIGHTED GROUP AVG:	$ 37.7	$ 13.5	$ 51.2	$ 40.0			
$ 1143.5	POSITION AVERAGE:	$ 63.7	$ 17.4	$ 81.1	$ 53.8			

FOOD MARKETING INSTITUTE

1980 MANAGEMENT COMPENSATION SURVEY

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Salary	———	0.67	1.31
Bonus T.C.	- - - - - -	0.67	1.31
Nonbonus Salary	-.-.-.	0.73	1.92



SURVEY POSITION #17 - TOP MERCHANDISING & PROCUREMENT EXEC.

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 18 - TOP ADVERTISING EXECUTIVE

Develops and recommends the corporation's or operating company's advertising objectives, policies and plans. Oversees the creation and placement of advertisements; i.e., T.V., radio and newspaper advertising. Works with outside agencies on preparation of advertising campaign.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$1000.0 AND ABOVE	SENIOR V.P.	$ 77.0	$ 21.2	$ 98.2		$ 55.2	$ 69.0	$ 82.8
	CEO/PRESIDENT				$ 77.0			
		73.0	0.0	73.0				
	VICE PRESIDENT	61.0	24.0	85.0				
	SENIOR V.P.				53.0	40.4	52.5	64.6
	EXEC. V.P.	52.0	5.2	57.2				
	EXEC. V.P.	47.5	4.8	52.3				
	GROUP EXEC.	46.3	14.0	60.3				
	VICE PRESIDENT	39.1	4.3	43.4		31.4	39.3	47.2
	VICE PRESIDENT				32.5	29.7	36.4	43.1
$ 4314.6	WEIGHTED GROUP AVG:	$ 56.6	$ 10.5	$ 67.1	$ 54.2			
$999.9 TO $500.0	C.O.O.	$ 47.0	$ 4.0	$ 51.0				
	CEO/PRESIDENT	42.0	5.5	47.5		$ 40.1	$ 50.1	$ 60.1
	VICE PRESIDENT	39.5	10.3	49.8		35.6	44.5	53.4
	SENIOR V.P.	34.0	10.4	44.4		30.6	37.5	44.5
	SENIOR V.P.				$ 33.0	30.0	35.0	40.0
	BOARD OF DIR.	29.4	3.0	32.4				
$ 808.2	WEIGHTED GROUP AVG:	$ 38.4	$ 6.6	$ 45.0	$ 33.0			

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 18 - TOP ADVERTISING EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$499.9	SENIOR V.P.	$ 39.5	$ 0.0	$ 39.5		$ 29.5	$ 38.7	$ 48.0
TO	CEO/PRESIDENT	38.0	7.6	45.6				
$300.0	EXEC. V.P.	37.7	2.6	40.3				
	CEO/PRESIDENT	36.0	7.9	43.9		36.5	44.6	52.6
	VICE PRESIDENT	33.1	9.2	42.3				
	SENIOR V.P.	30.8	3.6	34.4		32.4	40.5	48.6
	C.O.O.				$ 29.9			
	VICE PRESIDENT				27.8			
	ASST. V.P./DIR				27.6			
	DIV. V.P./MGR.				23.8	17.2	21.5	25.8
	DIV. V.P./MGR.				23.6	14.3	22.7	36.0
	ASST. V.P./DIR	19.9	20.0	39.9				
	VICE PRESIDENT				19.3	15.0	20.6	26.3
$ 418.2	WEIGHTED GROUP AVG:	$ 33.6	$ 7.2	$ 40.8	$ 24.8			
$299.9	VICE PRESIDENT	$ 42.4	$ 4.6	$ 47.0		$ 34.6	$ 43.3	$ 52.0
TO	VICE PRESIDENT	31.0	3.0	34.0				
$200.0	EXEC. V.P.	28.9	0.8	29.7		27.5	34.4	41.2
	VICE PRESIDENT	26.7	6.6	33.3		23.0	27.0	30.9
	VICE PRESIDENT	20.9	1.7	22.6				
	MANAGER				$ 20.0	19.6	24.5	29.4
$ 271.4	WEIGHTED GROUP AVG:	$ 30.0	$ 3.3	$ 33.3	$ 20.0			

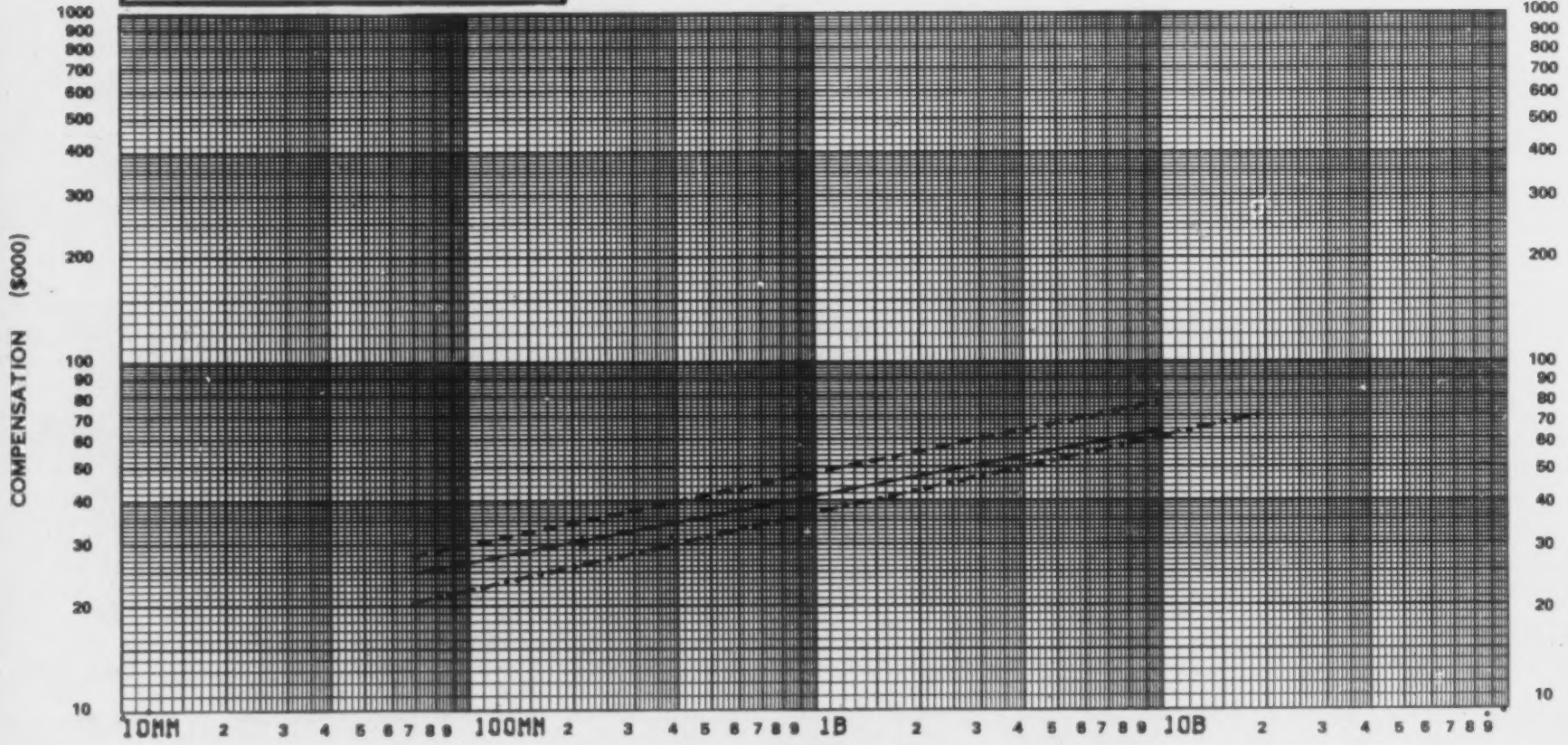
FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 18 - TOP ADVERTISING EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$199.9	BOARD OF DIR.	$ 40.0	$ 0.0	$ 40.0				
TO	C.O.O.				$ 34.1			
$100.0	VICE PRESIDENT	33.8	3.8	37.6				
					33.0			
					31.0			
	EXEC. V.P.	28.3	0.0	28.3				
	C.O.O.	27.6	9.3	36.9				
	VICE PRESIDENT	27.0	4.5	31.5		$ 25.5	$ 31.9	$ 38.3
	C.O.O.	25.2	1.2	26.4		19.1	23.6	28.2
	CEO/PRESIDENT	23.0	0.9	23.9				
	VICE PRESIDENT				22.6			
	C.O.O.	19.8	1.0	20.8				
$ 141.3	WEIGHTED GROUP AVG:	$ 28.1	$ 2.6	$ 30.7	$ 30.2			
$99.9	C.O.O.				$ 62.4			
AND BELOW		$ 33.4	$ 5.3	$ 38.7				
	C.O.O.	32.0	4.0	36.0				
	BOARD OF DIR.				31.9			
	CEO/PRESIDENT				20.8			
	CEO/PRESIDENT				19.2			
	ASST. V.P./DIR				14.7	$ 15.5	$ 19.4	$ 23.2
$ 80.2	WEIGHTED GROUP AVG:	$ 32.7	$ 4.7	$ 37.3	$ 29.8			
$ 1027.6	POSITION AVERAGE:	$ 37.1	$ 6.1	$ 43.2	$ 30.8			

FOOD MARKETING INSTITUTE

1980 MANAGEMENT COMPENSATION SURVEY

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Salary	———	0.50	1.27
Bonus T.C.	- - - - - -	0.52	1.27
Nonbonus Salary	-.-.-.	0.62	1.26



SURVEY POSITION #18 - TOP ADVERTISING EXECUTIVE

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 19 - TOP GROCERY OPERATIONS EXECUTIVE

Plans and directs the corporation's or operating company's grocery merchandising program in accordance with the firm's overall merchandising policies. Plans and develops, with store operations, merchandising assortments, buying programs and in-store presentations which will result in achievement of targeted grocery sales, profit and turnover. Directs and controls all grocery buying and pricing. Directs and controls product selection, promotion and advertising plans. Develops financial forecasts for grocery sales and profits.

SCOPE ANNUAL GROCERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$500.0 AND ABOVE	SENIOR V.P.	$ 81.0	$ 42.1	$123.1		$ 62.2	$ 77.8	$ 93.4
	VICE PRESIDENT	56.0	18.0	74.0				
	SENIOR V.P.				$ 55.0			
	SENIOR V.P.	55.0	11.2	66.2				
	GROUP EXEC.	50.7	17.5	68.2				
$ 1870.0	WEIGHTED GROUP AVG:	$ 60.7	$ 22.2	$ 82.9	$ 55.0			
$499.9 TO $300.0	BOARD OF DIR.	$ 65.0	$ 24.5	$ 89.5				
	C.O.O.	51.0	5.0	56.0				
	CEO/PRESIDENT	50.0	6.5	56.5		$ 46.5	$ 51.8	$ 69.7
	CEO/PRESIDENT	42.0	48.3	90.3				
	VICE PRESIDENT	36.0	9.3	45.3		36.8	46.0	55.2
$ 378.5	WEIGHTED GROUP AVG:	$ 48.8	$ 18.7	$ 67.5				

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 19 - TOP GROCERY OPERATIONS
EXECUTIVE

ANNUAL SCOPE GROCERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$299.9	EXEC. V.P.	$ 58.5	$ 9.0	$ 67.5				
TO					$ 54.0	$ 38.5	$ 46.2	$ 56.2
$200.0	VICE PRESIDENT	49.0	5.5	54.5		34.6	43.3	52.0
	SENIOR V.P.	45.3	0.0	45.3		35.0	46.0	57.0
	SENIOR V.P.	44.9	5.8	50.7				
	VICE PRESIDENT	39.6	1.4	41.0		30.0	35.5	37.8
	VICE PRESIDENT	35.5	5.7	41.2				
	EXEC. V.P.	35.3	2.3	37.6				
$ 237.3	WEIGHTED GROUP AVG:	$ 44.0	$ 4.3	$ 48.3	$ 54.0			
$199.9	CEO/PRESIDENT	$ 51.3	$ 25.7	$ 77.0				
TO	C.O.O.	48.7	9.7	58.4				
$100.0	CEO/PRESIDENT	45.7	1.4	47.1		$ 31.8	$ 40.5	$ 49.3
	C.O.O.				$ 43.7			
	VICE PRESIDENT	39.5	7.2	46.7				
	MANAGER	32.7	4.1	36.8		26.6	33.2	39.9
	VICE PRESIDENT	32.7	13.2	45.9				
	VICE PRESIDENT	31.2	12.9	44.1				
	VICE PRESIDENT	31.0	8.0	39.0				
	VICE PRESIDENT	30.1	4.9	35.0		23.5	31.0	38.5
	C.O.O.	28.7	3.5	32.2				
	ASST. V.P./DIR	23.5	20.0	43.5				
	DIV. V.P./MGR.				22.9	19.2	24.0	28.8
$ 154.0	WEIGHTED GROUP AVG:	$ 35.9	$ 10.1	$ 46.0	$ 33.3			

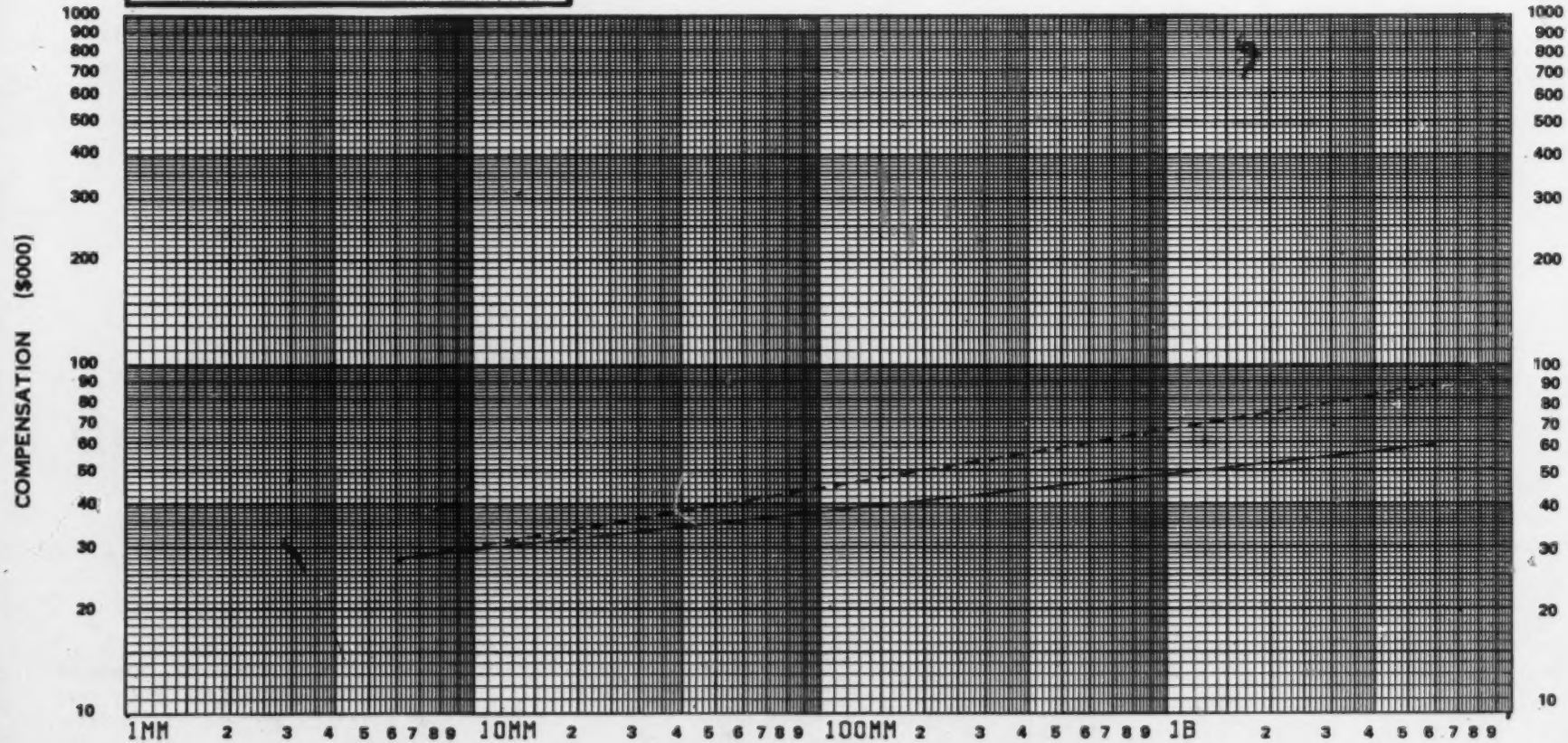
FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 19 - TOP GROCERY OPERATIONS EXECUTIVE

SCOPE ANNUAL GROCERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$99.9 AND BELOW	CEO/PRESIDENT	$ 50.0	$ 10.0	$ 60.0				
	VICE PRESIDENT	38.2	7.0	45.2				
	C.O.O.	38.0	8.7	46.7				
	EXEC. V.P.	37.8	0.0	37.8				
	VICE PRESIDENT	37.4	6.0	43.4		$ 30.6	$ 38.3	$ 45.9
		32.8	4.2	37.0				
					$ 31.5			
	CEO/PRESIDENT	31.2	1.2	32.4				
	CEO/PRESIDENT				28.6			
	CEO/PRESIDENT	25.2	1.5	26.7				
	C.O.O.				24.0			
	VICE PRESIDENT				24.0	20.4	25.0	29.6
$ 55.1	WEIGHTED GROUP AVG:	$ 36.3	$ 4.9	$ 41.2	$ 27.0			
NO SCOPE REPORTED	CEO/PRESIDENT				$ 85.0			
					64.6			
	SENIOR V.P.	$ 55.0	$ 13.9	$ 68.9		$ 42.3	$ 53.0	$ 63.7
	VICE PRESIDENT	50.0	0.0	50.0		31.1	41.8	52.4
	CEO/PRESIDENT	41.9	2.5	44.4				
					36.0			
	SENIOR V.P.				35.0	36.6	47.4	58.2
	VICE PRESIDENT				34.5			
	VICE PRESIDENT				32.8			
	CEO/PRESIDENT	32.0	0.0	32.0				
	EXEC. V.P.	30.0	5.7	35.7		28.8	32.3	35.8
	ASST. V.P./DIR				28.0			
	CEO/PRESIDENT				23.4			
	WEIGHTED GROUP AVG:	$ 41.8	$ 4.4	$ 46.2	$ 42.4			
$ 367.5	POSITION AVERAGE:	$ 42.2	$ 9.6	$ 51.8	$ 38.9			

FOOD MARKETING INSTITUTE

1980 MANAGEMENT COMPENSATION SURVEY

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Salary	———	0.23	1.28
Bonus T.C.	------	0.38	1.30
Nonbonus Salary	-.-.-.		



ANNUAL GROCERY SALES

SURVEY POSITION #19 - TOP GROCERY OPERATIONS EXECUTIVE

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 20 - TOP MEAT OPERATIONS EXECUTIVE

Plans and directs the corporation's or operating company's meat merchandising program (including deli) in accordance with the firm's overall merchandising policies. Plans and develops merchandising assortments, buying programs and in-store presentations which will result in achievement of targeted meat sales, profit and turnover. Directs and controls all meat buying and pricing. Directs and controls meat selection, promotion and advertising plans. Develops financial forecasts for meat sales and profits.

SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$100.0 AND ABOVE	SENIOR V.P.	$ 91.5	$ 33.0	$124.5		$ 55.2	$ 69.0	$ 82.8
	VICE PRESIDENT	78.0	18.0	96.0				
	BOARD OF DIR.	68.6	19.5	88.1				
	CEO/PRESIDENT	66.0	6.0	72.0				
	EXEC. V.P.				$ 65.0			
	CEO/PRESIDENT	62.5	8.7	71.2		49.6	62.0	74.4
	EXEC. V.P.	62.0	6.2	68.2				
					55.0	37.0	44.3	53.9
	SENIOR V.P.	47.2	17.3	64.5		38.6	47.3	56.1
	EXEC. V.P.	43.4	2.6	46.0				
	GROUP EXEC.	43.4	10.5	53.9				
	VICE PRESIDENT				43.0	33.8	40.8	48.3
	VICE PRESIDENT	17.5	26.5	44.0				
$ 308.3	WEIGHTED GROUP AVG:	$ 58.0	$ 14.8	$ 72.8	$ 54.3			

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 20 - TOP MEAT OPERATIONS EXECUTIVE

SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$99.9 TO $75.0	SENIOR V.P.	$ 60.0	$ 0.0	$ 60.0		$ 35.0	$ 46.0	$ 57.0
	EXEC. V.P.	58.0	4.5	62.5				
	CEO/PRESIDENT	55.0	27.5	82.5				
	VICE PRESIDENT	54.5	0.0	54.5		43.9	54.9	65.9
	VICE PRESIDENT	37.5	5.8	43.3				
	VICE PRESIDENT	37.0	0.0	37.0		30.0	35.5	37.8
	DIV. V.P./MGR.				$ 31.5	23.6	29.5	35.4
$ 86.8	WEIGHTED GROUP AVG:	$ 50.3	$ 6.3	$ 56.6	$ 31.5			
$74.9 TO $50.0	CEO/PRESIDENT	$ 61.7	$ 3.5	$ 65.2		$ 39.9	$ 50.9	$ 61.8
	VICE PRESIDENT	45.0	0.0	45.0		34.6	43.3	52.0
	C.O.O.	45.0	20.0	65.0				
	MANAGER	43.5	5.5	49.0		26.6	33.2	39.9
	C.O.O.				$ 41.0			
	C.O.O.				37.9			
	VICE PRESIDENT	37.0	2.0	39.0		29.5	39.0	48.4
	C.O.O.	36.0	5.0	41.0				
	VICE PRESIDENT	35.7	13.2	48.9		29.6	34.9	40.1
	SENIOR V.P.	35.5	4.7	40.2		35.2	44.0	52.8
	VICE PRESIDENT	35.4	10.6	46.0		31.4	39.0	46.5
	GROUP EXEC.	31.0	8.0	39.0		23.5	31.0	38.5
	ASST. V.P./DIR	26.0	30.0	56.0				
$ 60.1	WEIGHTED GROUP AVG:	$ 39.3	$ 9.3	$ 48.6	$ 39.5			

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 20 - TOP MEAT OPERATIONS EXECUTIVE

SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$49.9	CEO/PRESIDENT	$ 47.0	$ 1.8	$ 48.8				
TO	EXEC. V.P.	46.4	0.0	46.4				
$25.0	VICE PRESIDENT	33.5	4.0	37.5				
					$ 33.0			
	VICE PRESIDENT	26.5	11.0	37.5				
$ 32.5	WEIGHTED GROUP AVG:	$ 38.4	$ 4.2	$ 42.6	$ 33.0			
$24.9	C.O.O.	$ 44.5	$ 6.7	$ 51.2				
AND BELOW	C.O.O.				$ 40.8			
	VICE PRESIDENT	39.5	10.0	49.5		$ 32.6	$ 39.5	$ 47.4
	C.O.O.	34.0	8.6	42.6				
	CEO/PRESIDENT	32.5	7.5	40.0				
		31.7	4.3	36.0				
	CEO/PRESIDENT	28.3	2.0	30.3				
	C.O.O.				27.0			
	C.O.O.	24.3	1.2	25.5		17.6	21.6	25.7
	CEO/PRESIDENT				22.6			
$ 18.3	WEIGHTED GROUP AVG:	$ 33.5	$ 5.8	$ 39.3	$ 30.1			

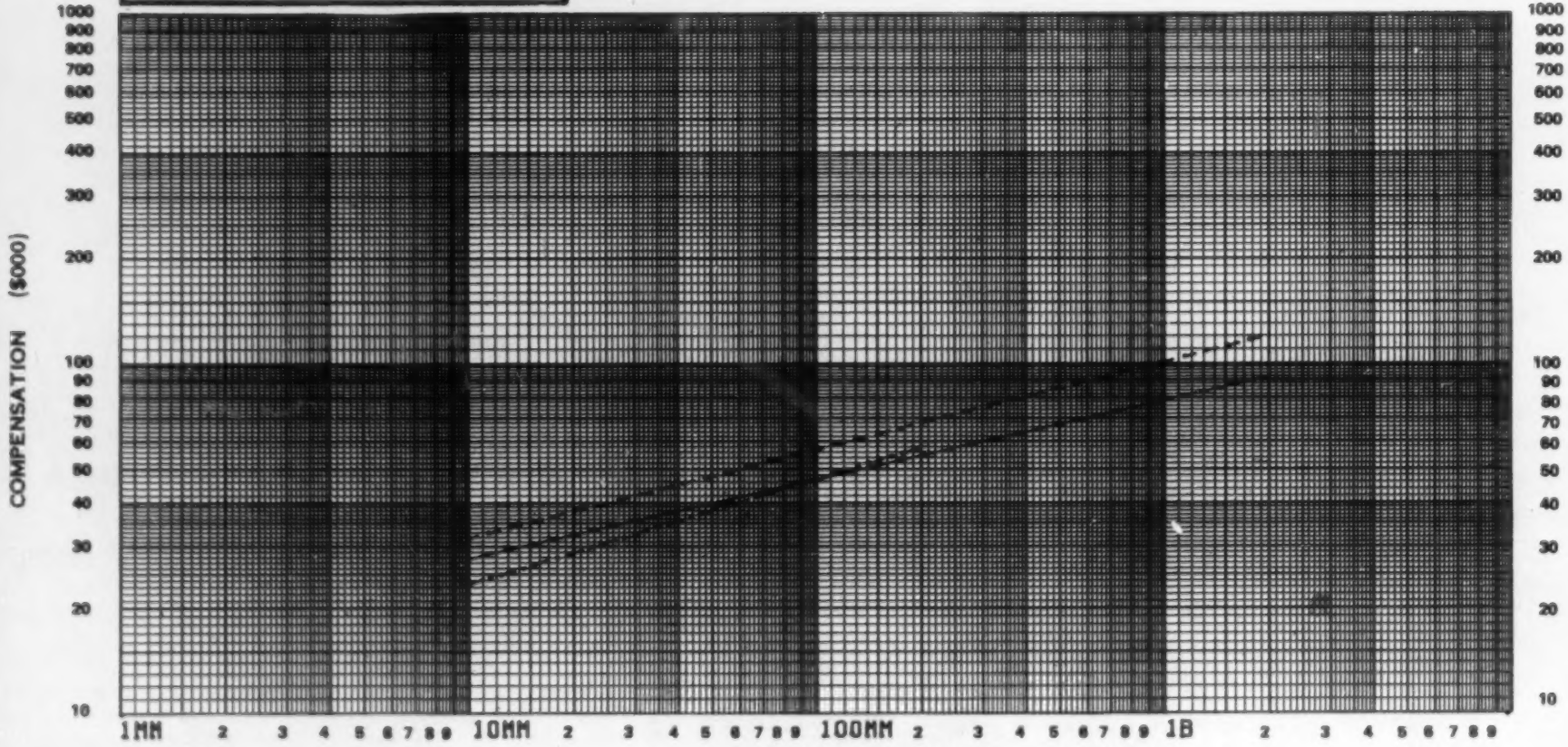
FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 20 - TOP MEAT OPERATIONS EXECUTIVE

SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
NO SCOPE REPORTED					$ 80.1			
	SENIOR V.P.	$ 62.0	$ 14.5	$ 76.5		$ 51.4	$ 64.2	$ 77.0
	SENIOR V.P.				61.0	40.4	52.5	64.6
	CEO/PRESIDENT				58.8			
	VICE PRESIDENT	47 6	0.0	47.6		31.1	41.8	52.4
					39.5			
	EXEC. V.P.	37.8	6.2	44.0		31.0	35.2	39.5
	EXEC. V.P.	36.2	4.0	40.2				
	CEO/PRESIDENT	35.9	2.0	37.9				
	VICE PRESIDENT				34.8			
	VICE PRESIDENT				34.5			
	C.O.O.	30.7	1.8	32.5				
	DIV. V.P./MGR.				29.0	22.0	27.0	38.0
	WEIGHTED GROUP AVG:	$ 41.7	$ 4.8	$ 46.5	$ 44.0			
$ 119.6	POSITION AVERAGE:	$ 44.4	$ 8.5	$ 52.9	$ 41.7			

FOOD MARKETING INSTITUTE

1980 MANAGEMENT COMPENSATION SURVEY

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Salary	———	0.43	1.30
Bonus T.C.	- - - - - -	0.61	1.23
Nonbonus Salary	-.-.-.	0.58	1.24



SURVEY POSITION #20 - TOP MEAT OPERATIONS EXECUTIVE

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 21 - TOP PRODUCE OPERATIONS EXECUTIVE

Plans and directs the corporation's or operating company's produce merchandising program in accordance with the firm's overall merchandising policies. Plans and develops merchandising assortments, buying programs and in-store presentations which will result in achievement of targeted produce sales, profits and turnover. Directs and controls all produce buying and pricing. Directs and controls produce selection, promotion and advertising plans. Develops financial forecasts for produce sales and profits.

SCOPE ANNUAL PRODUCE SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$50.0 AND ABOVE	C.O.O.	$ 63.0	$ 5.5	$ 68.5				
	VICE PRESIDENT	61.0	16.5	77.5				
	BOARD OF DIR.	60.6	17.5	78.1				
	SENIOR V.P.				$ 58.0			
	SENIOR V.P.	58.0	33.1	91.1		$ 55.2	$ 69.0	$ 82.8
	CEO/PRESIDENT	57.5	7.6	65.1		41.4	51.8	62.1
	SENIOR V.P.	55.0	0.0	55.0				
	GROUP EXEC.	42.5	10.5	53.0				
	VICE PRESIDENT				32.5	37.3	45.7	54.1
$ 165.5	WEIGHTED GROUP AVG:	$ 56.8	$ 13.0	$ 69.8	$ 45.3			

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 21 - TOP PRODUCE OPERATIONS EXECUTIVE

SCOPE ANNUAL PRODUCE SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$49.9		$ 64.1	$ 8.9	$ 73.0				
TO					$ 50.0	$ 33.9	$ 40.6	$ 49.1
$25.0	C.O.O.	38.0	16.0	54.0				
	VICE PRESIDENT	37.5	2.6	40.1		36.8	46.0	55.2
	SENIOR V.P.	37.4	0.0	37.4		26.6	34.8	43.0
	VICE PRESIDENT	37.0	5.6	42.6				
	SENIOR V.P.	35.5	10.8	46.3		30.6	37.5	44.5
	VICE PRESIDENT	33.0	0.0	33.0		30.0	35.5	37.8
	C.O.O.				32.0			
	VICE PRESIDENT				31.0	26.7	33.0	39.2
	SENIOR V.P.	29.1	0.0	29.1		35.2	44.0	52.8
	ASST. V.P./DIR	22.1	25.0	47.1				
$ 34.2	WEIGHTED GROUP AVG:	$ 37.1	$ 7.6	$ 44.7	$ 37.7			

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 21 - TOP PRODUCE OPERATIONS EXECUTIVE

SCOPE ANNUAL PRODUCE SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$24.9	CEO/PRESIDENT	$ 47.5	$ 23.8	$ 71.3				
TO	EXEC. V.P.	44.8	0.0	44.8				
$10.0	VICE PRESIDENT	39.5	11.0	50.5		$ 30.0	$ 37.5	$ 45.0
	C.O.O.				$ 36.5			
		35.7	4.5	40.2		25.8	32.2	38.6
	VICE PRESIDENT	35.7	13.2	48.9		29.6	34.9	40.1
	VICE PRESIDENT	35.6	3.5	39.1		26.7	33.4	40.1
	C.O.O.	35.0	5.0	40.0				
	VICE PRESIDENT	33.5	4.1	37.6				
	GROUP EXEC.	32.8	3.9	36.7		21.0	26.8	32.5
	VICE PRESIDENT	31.0	7.9	38.9				
	CEO/PRESIDENT	30.3	1.2	31.5		27.5	34.4	41.2
	VICE PRESIDENT	28.6	11.1	39.7				
					28.0			
	DIV. V.P./MGR.				27.6	19.2	24.0	28.8
$ 16.3	WEIGHTED GROUP AVG:	$ 35.8	$ 7.5	$ 43.3	$ 30.7			
$9.9	C.O.O.	$ 48.7	$ 9.7	$ 58.4				
AND BELOW	C.O.O.	37.5	8.5	46.0				
	VICE PRESIDENT	33.0	4.0	37.0				
		31.7	4.3	36.0				
	CEO/PRESIDENT	30.0	1.5	31.5				
	CEO/PRESIDENT				$ 26.0			
	C.O.O.				26.0	$ 24.0	$ 26.9	$ 29.7
	C.O.O.				23.5			
	CEO/PRESIDENT	23.0	3.0	26.0				
	CEO/PRESIDENT				21.6			
$ 6.0	WEIGHTED GROUP AVG:	$ 34.0	$ 5.2	$ 39.2	$ 24.3			

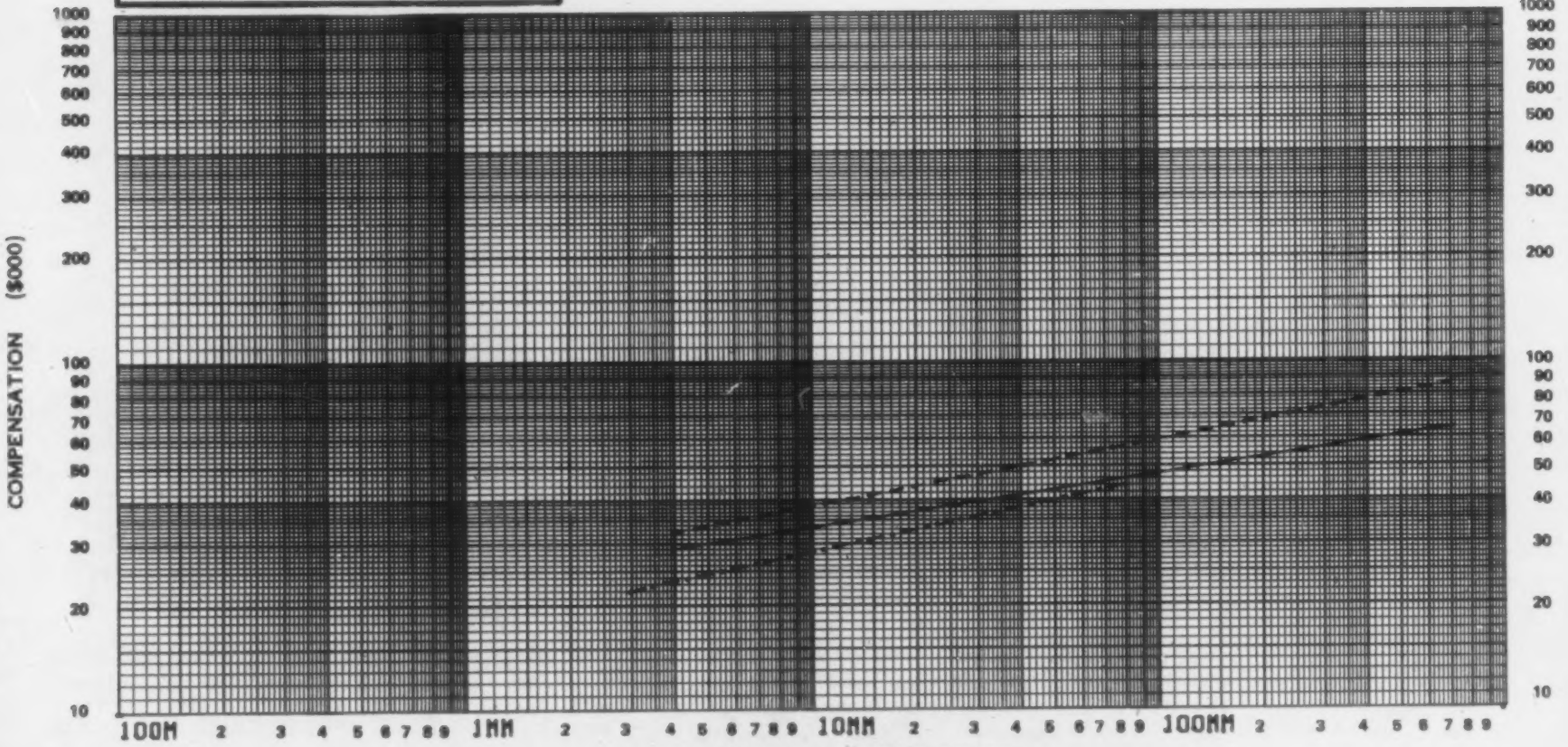
FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 21 - TOP PRODUCE OPERATIONS EXECUTIVE

SCOPE ANNUAL PRODUCE SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
NO SCOPE REPORTED	EXEC. V.P.				$ 66.7			
	SENIOR V.P.	$ 62.0	$ 14.5	$ 76.5		$ 51.4	$ 64.2	$ 77.0
					55.0			
	SENIOR V.P.				51.0	36.6	47.4	58.2
					40.0			
	VICE PRESIDENT	40.0	0.0	40.0		31 1	41.8	52.4
	EXEC. V.P.	36.2	3.5	39.7				
	VICE PRESIDENT				34.5			
	EXEC. V.P.	33.6	5.9	39.5		28.8	32.3	35.8
	VICE PRESIDENT				27.0			
	CEO/PRESIDENT	25.0	0.0	25.0				
	C.O.O.	22.9	1.4	24.3				
	WEIGHTED GROUP AVG:	$ 36.6	$ 4.2	$ 40.8	$ 45.7			
$ 47.9	POSITION AVERAGE:	$ 39.6	$ 7.7	$ 47.3	$ 37.1			

FOOD MARKETING INSTITUTE

1980 MANAGEMENT COMPENSATION SURVEY

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Salary	———	0.37	1.25
Bonus T.C.	- - - - - -	0.45	1.26
Nonbonus Salary	-.-.-.	0.60	1.21



SURVEY POSITION #21 - TOP PRODUCE OPERATIONS EXECUTIVE

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 22 - TOP GEN'L MERCH/NONFOOD OPERATIONS EXEC.

Plans and directs the corporation's or operating company's nonfoods merchandising programs in accordance with the firm's overall merchandising policies. Plans and develops nonfoods merchandising assortments, buying programs and in-store presentations which will result in achievement of targeted nonfood sales, profit and turnover. Directs and controls all nonfoods buying and pricing. Directs and controls nonfood product selection, promotion and advertising plans. Develops financial forecasts for nonfood sales and profits.

SCOPE ANNUAL NONFOOD SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$50.0 AND ABOVE	VICE PRESIDENT	$ 57.0	$ 12.0	$ 69.0		$ 43.8	$ 54.7	$ 65.6
	SENIOR V.P.				$ 53.0			
	C.O.O.	43.5	3.5	47.0				
	EXEC. V.P.	41.4	2.0	43.4				
	CEO/PRESIDENT	41.0	5.5	46.5		37.0	46.3	55.6
$ 156.3	WEIGHTED GROUP AVG:	$ 45.7	$ 5.8	$ 51.5	$ 53.0			
$49.9 TO $25.0	C.O.O.				$ 43.7			
	SENIOR V.P.	$ 41.0	$ 0.0	$ 41.0				
	SENIOR V.P.	38.9	4.7	43.6		$ 35.2	$ 44.0	$ 52.8
	VICE PRESIDENT	38.5	0.9	39.4		30.0	35.5	37.8
	GROUP EXEC.	35.1	7.4	42.5				
	SENIOR V.P.				35.0	27.8	34.0	40.3
	DIV. V.P./MGR.	28.3	1.8	30.1				
$ 34.2	WEIGHTED GROUP AVG:	$ 36.4	$ 2.9	$ 39.3	$ 39.3			

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 22 - TOP GEN'L MERCH/NONFOOD OPERATIONS EXEC.

SCOPE ANNUAL NONFOOD SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
					$ 62.0	$ 33.9	$ 40.6	$ 49.1
$24.9 TO $10.0	EXEC. V.P.	$ 45.6	$ 0.0	$ 45.6				
	VICE PRESIDENT	34.7	5.5	40.2				
	VICE PRESIDENT	34.0	4.0	38.0				
	VICE PRESIDENT	33.5	12.0	45.5				
		30.5	2.7	33.2		26.7	33.4	40.1
	CEO/PRESIDENT				29.5	23.6	29.5	35.4
	VICE PRESIDENT	27.9	0.7	28.6		22.5	28.0	33.7
	VICE PRESIDENT				24.0	17.7	21.6	25.5
	VICE PRESIDENT	23.9	9.7	33.6				
$ 17.0	WEIGHTED GROUP AVG:	$ 32.9	$ 4.9	$ 37.8	$ 38.5			
$9.9 AND BELOW	VICE PRESIDENT	$ 35.0	$ 5.3	$ 40.3				
		29.4	3.1	32.5				
	MANAGER				$ 27.1			
	VICE PRESIDENT	27.0	6.8	33.8				
		26.3	8.1	34.4				
	CEO/PRESIDENT	26.0	3.5	29.5				
	VICE PRESIDENT	25.7	3.3	29.0		$ 19.0	$ 23.3	$ 27.5
$ 6.8	WEIGHTED GROUP AVG:	$ 28.2	$ 5.1	$ 33.3	$ 27.1			

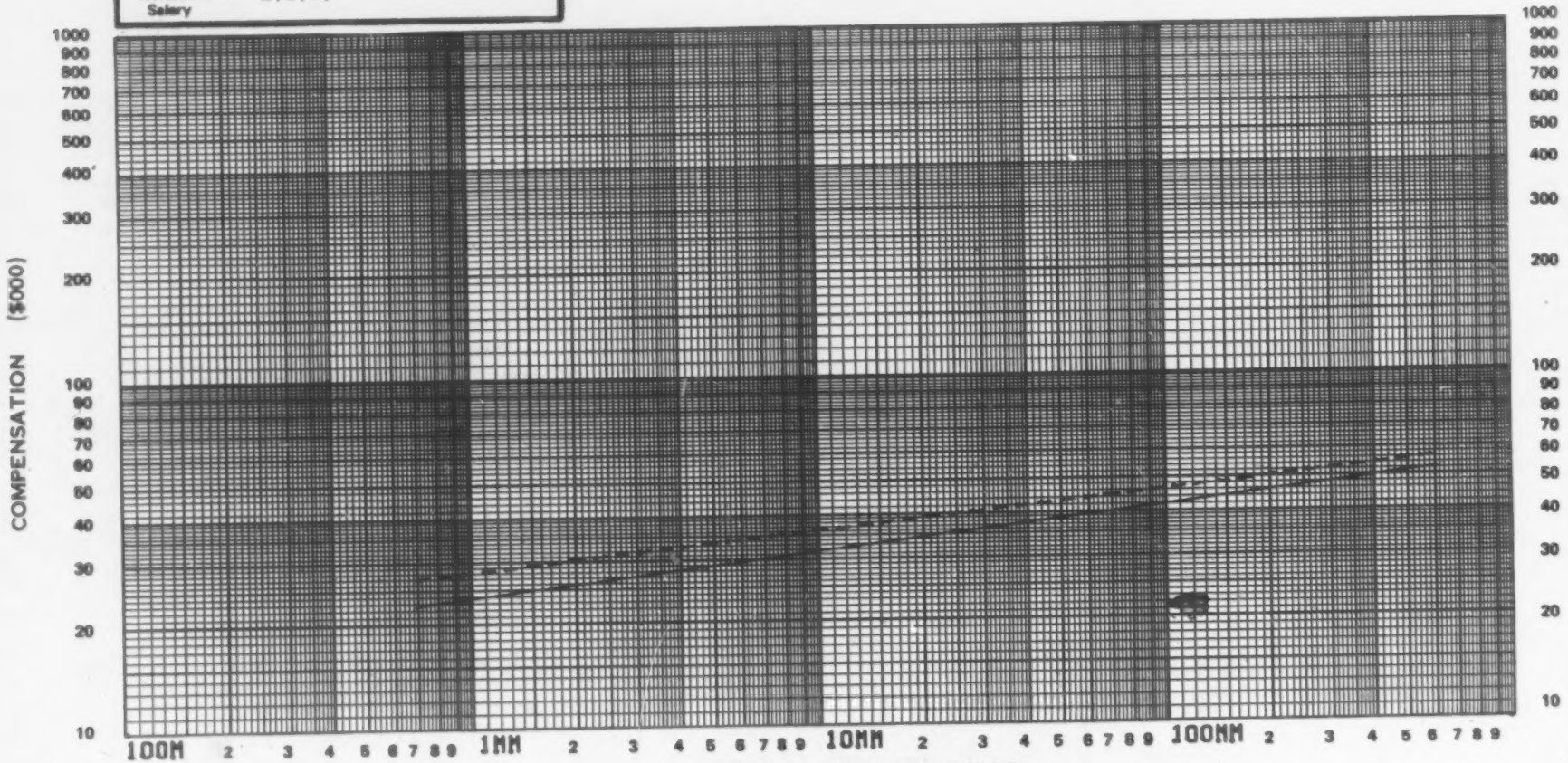
FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 22 - TOP GEN'L MERCH/NONFOOD
OPERATIONS EXEC.

SCOPE ANNUAL NONFOOD SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
NO SCOPE REPORTED	EXEC. V.P.				$ 60.0			
	CEO/PRESIDENT				46.0			
	C.O.O.	$ 39.2	$ 4.8	$ 44.0				
	VICE PRESIDENT	37.9	0.0	37.9		$ 25.5	$ 34.1	$ 42.6
	VICE PRESIDENT				34.5			
	EXEC. V.P.	30.5	5.8	36.3		28.8	32.3	35.8
	CEO/PRESIDENT	29.9	1.8	31.7				
	CEO/PRESIDENT	24.5	0.0	24.5				
	C.O.O.				22.5			
	WEIGHTED GROUP AVG:	$ 32.4	$ 2.5	$ 34.9	$ 40.8			
$ 42.7	POSITION AVERAGE:	$ 34.3	$ 4.3	$ 38.6	$ 39.8			

FOOD MARKETING INSTITUTE

1980 MANAGEMENT COMPENSATION SURVEY

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Salary	———	0.52	1.17
Bonus T.C.	- - - - - -	0.46	1.17
Nonbonus Salary	—.—.—		



SURVEY POSITION #22 - TOP GEN'L MERCH/NONFOOD OPERATIONS EXEC.

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 23 - GROCERY MERCHANDISER

Responsible for carrying out merchandising programs for grocery products among an assigned number of stores. Determines the type of grocery items, quality, grades and brands. Recommends retail prices on grocery items as appropriate. Coordinates the purchase of grocery products to ensure an appropriate assortment to achieve sales and profits objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SCOPE ANNUAL GROCERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$300.0 AND ABOVE	DIV. V.P./MGR.	$ 60.3	$ 2.5	$ 62.8				
	ASST. V.P./DIR	43.1	10.8	53.9				
	ASST. V.P./DIR	39.1	9.4	48.5				
	ASST. V.P./DIR	39.0	8.4	47.4				
	ASST. V.P./DIR	38.2	8.8	47.0				
	VICE PRESIDENT	36.4	7.4	43.8				
	ASST. V.P./DIR	34.4	7.4	41.8				
	VICE PRESIDENT	27.6	2.8	30.4		$ 25.7	$ 32.1	$ 38.5
	ASST. V.P./DIR	26.2	0.0	26.2		19.9	24.8	29.8
$ 424.4	WEIGHTED GROUP AVG:	$ 37.7	$ 7.4	$ 45.1				
$299.9 TO $200.0	ASST. V.P./DIR				$ 34.0	$ 27.8	$ 34.0	$ 40.3
	DIV. V.P./MGR.	$ 32.6	$ 3.8	$ 36.4				
	REG. V.P./MGR.				31.5	31.7	38.5	41.1
	EXEC. V.P.	31.1	2.0	33.1				
					25.2	20.0	25.0	30.0
		24.5	1.7	26.2		24.5	30.7	36.8
	VICE PRESIDENT	21.6	4.9	26.5				
$ 247.5	WEIGHTED GROUP AVG:	$ 24.7	$ 4.2	$ 28.9	$ 28.7			

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 23 - GROCERY MERCHANDISER

SCOPE ANNUAL GROCERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$199.9		$ 41.5	$ 4.2	$ 45.7		$ 28.7	$ 35.9	$ 43.0
TO	DIV. V.P./MGR.	37.8	5.0	42.8		29.9	37.3	46.6
$100.0	C.O.O.	33.4	3.3	36.7				
	REG. V.P./MGR.	32.4	5.9	38.3				
	DIV. V.P./MGR.	30.9	3.9	34.8				
	ASST. V.P./DIR				$ 27.0	19.0	24.0	29.0
	ASST. V.P./DIR	23.9	3.3	27.2		23.0	27.0	30.9
	ASST. V.P./DIR				22.0			
	MANAGER				18.2	14.8	18.5	22.2
$ 163.4	WEIGHTED GROUP AVG:	$ 32.8	$ 4.6	$ 37.4	$ 24.2			
$99.9	C.O.O.	$ 40.0	$ 3.5	$ 43.5				
AND BELOW		37.0	5.0	42.0				
	DIST. MANAGER	32.0	4.0	36.0				
	CEO/PRESIDENT	30.5	5.0	35.5				
					$ 29.9	$ 19.3	$ 24.2	$ 29.0
	GROUP EXEC.	29.4	4.0	33.4		19.8	24.7	29.7
	ASST. V.P./DIR				26.4	21.9	27.4	32.9
	MANAGER	26.0	3.3	29.3				
	VICE PRESIDENT				24.7			
	VICE PRESIDENT	24.3	2.2	26.5		22.1	27.7	33.2
	VICE PRESIDENT	23.2	8.1	31.3				
					22.4	21.3	24.1	26.8
	VICE PRESIDENT				22.0	17.7	21.6	25.5
	DIST. MANAGER				19.7			
	MANAGER				18.7	15.3	19.2	23.0
$ 53.0	WEIGHTED GROUP AVG:	$ 28.2	$ 4.5	$ 32.7	$ 22.2			

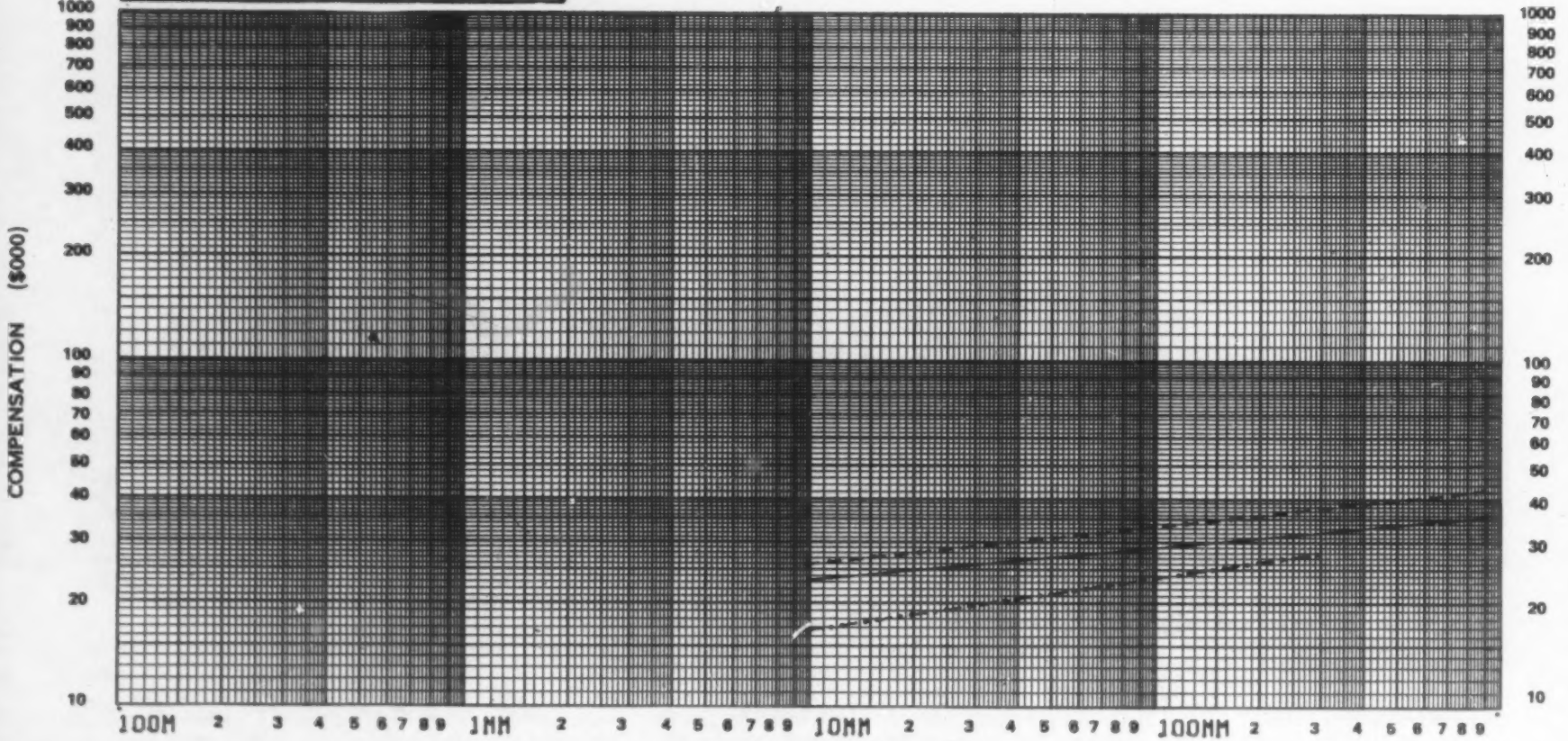
FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 23 - GROCERY MERCHANDISER

SCOPE ANNUAL GROCERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
NO SCOPE REPORTED					$ 35.6			
	ASST. V.P./DIR	$ 33.1	$ 7.3	$ 40.4		$ 32.7	$ 39.7	$ 46.7
	BOARD OF DIR.				32.0			
	C.O.O.	31.7	15.0	46.7				
	VICE PRESIDENT				28.6			
	DIV. V.P./MGR.	27.8	0.0	27.8		21.8	27.2	32.6
	DIST. MANAGER	26.0	1.0	27.0		25.0	27.5	32.1
	VICE PRESIDENT				25.0	22.5	28.6	34.6
	MANAGER	24.0	0.0	24.0		17.7	23.0	28.3
	GROUP EXEC.	21.7	0.0	21.7				
	MANAGER				19.8			
	WEIGHTED GROUP AVG:	$ 27.3	$ 3.0	$ 30.3	$ 30.8			
$ 201.8	POSITION AVERAGE:	$ 31.4	$ 5.1	$ 36.5	$ 26.5			

FOOD MARKETING INSTITUTE

1980 MANAGEMENT COMPENSATION SURVEY

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Salary	———	0.20	1.20
Bonus T.C.	- - - - - -	0.23	1.22
Nonbonus Salary	-.-.-.	0.49	1.16



SURVEY POSITION #29 - GROCERY MERCHANDISER

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 24 - MEAT MERCHANDISER

Responsible for carrying out merchandising programs for meat products (including deli) among an assigned number of stores. Determines the type of meat items, quality, grades and brands. Recommends retail prices on meat items as appropriate. Coordinates the purchase of meat products to ensure an appropriate assortment to achieve sales and profits objectives. Develops meat case allocation and spacing programs, product promotions, and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$100.0 AND ABOVE	ASST. V.P./DIR	$ 41.0	$ 9.3	$ 50.3				
	ASST. V.P./DIR	40.1	8.9	49.0				
	DIV. V.P./MGR.	40.1	5.3	45.4				
	ASST. V.P./DIR	39.8	9.2	49.0				
	VICE PRESIDENT	38.5	5.2	43.7		$ 35.0	$ 43.7	$ 52.4
	ASST. V.P./DIR	36.1	5.5	41.6				
	ASST. V.P./DIR	33.5	7.5	41.0				
	VICE PRESIDENT	31.7	5.9	37.6				
					$ 30.0	20.9	24.5	29.0
	MANAGER				26.9	18.1	24.5	30.8
	MANAGER				26.7	19.7	26.6	33.5
	MANAGER				26.7	19.7	26.6	33.5
	MANAGER				26.6	18.1	24.5	30.8
	VICE PRESIDENT	26.2	0.8	27.0				
	VICE PRESIDENT	20.5	5.3	25.8				
$ 150.9	WEIGHTED GROUP AVG:	$ 32.9	$ 7.0	$ 39.9	$ 26.8			

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 24 - MEAT MERCHANDISER

SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$99.9		$ 40.0	$ 4.0	$ 44.0		$ 30.0	$ 37.9	$ 45.5
TO	DIV. V.P./MGR.	37.2	5.2	42.4		29.9	37.3	46.6
$50.0	REG. V.P./MGR.				$ 27.5	31.7	35.4	38.0
	MANAGER				24.5	16.6	22.4	28.2
	MANAGER				24.3	18.1	24.5	30.8
	ASST. V.P./DIR	23.9	3.3	27.2		23.0	27.0	30.9
	SENIOR V.P.				23.1	21.0	25.8	30.5
	MANAGER				23.0	18.1	24.5	30.8
	MANAGER	19.2	0.6	19.8		19.6	24.5	29.4
	DIST. MANAGER				18.3			
$ 63.0	WEIGHTED GROUP AVG:	$ 27.4	$ 2.4	$ 29.8	$ 23.7			
$49.9	DIV. V.P./MGR.	$ 33.8	$ 4.2	$ 38.0				
TO	REG. V.P./MGR.	31.7	6.2	37.9				
$20.0	VICE PRESIDENT	31.2	7.2	38.4				
	DIST. MANAGER	30.8	3.0	33.8				
					$ 26.5	$ 21.3	$ 24.1	$ 26.8
	VICE PRESIDENT				25.7	20.4	25.0	29.6
	CEO/PRESIDENT	23.4	3.5	26.9				
	EXEC. V.P.	22.3	0.8	23.1				
	MANAGER				21.8	16.6	22.4	28.2
	ASST. V.P./DIR	21.1	2.2	23.3		20.2	25.3	30.4
$ 33.5	WEIGHTED GROUP AVG:	$ 29.5	$ 5.1	$ 34.6	$ 23.5			

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 24 - MEAT MERCHANDISER

SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$19.9	CEO/PRESIDENT	$ 53.5	$ 5.0	$ 58.5				
AND BELOW	C.O.O.	33.4	3.3	36.7				
	VICE PRESIDENT	30.2	0.0	30.2				
					$ 29.9			
		27.7	5.7	33.4				
	ASST. V.P./DIR				27.1	$ 22.0	$ 27.0	$ 32.0
	ASST. V.P./DIR				26.1	23.6	29.5	35.4
	REG. V.P./MGR.				25.0	21.7	26.0	30.3
	DIST. MANAGER				23.5	18.5	23.1	27.8
	CEO/PRESIDENT				23.2			
	ASST. V.P./DIR				22.9	20.7	25.9	31.0
	ASST. V.P./DIR	22.5	2.0	24.5				
	VICE PRESIDENT	22.1	1.0	23.1		17.6	21.6	25.7
	VICE PRESIDENT	21.4	3.2	24.6				
	DIST. MANAGER				19.6			
$ 12.5	WEIGHTED GROUP AVG:	$ 26.6	$ 3.0	$ 29.6	$ 25.1			

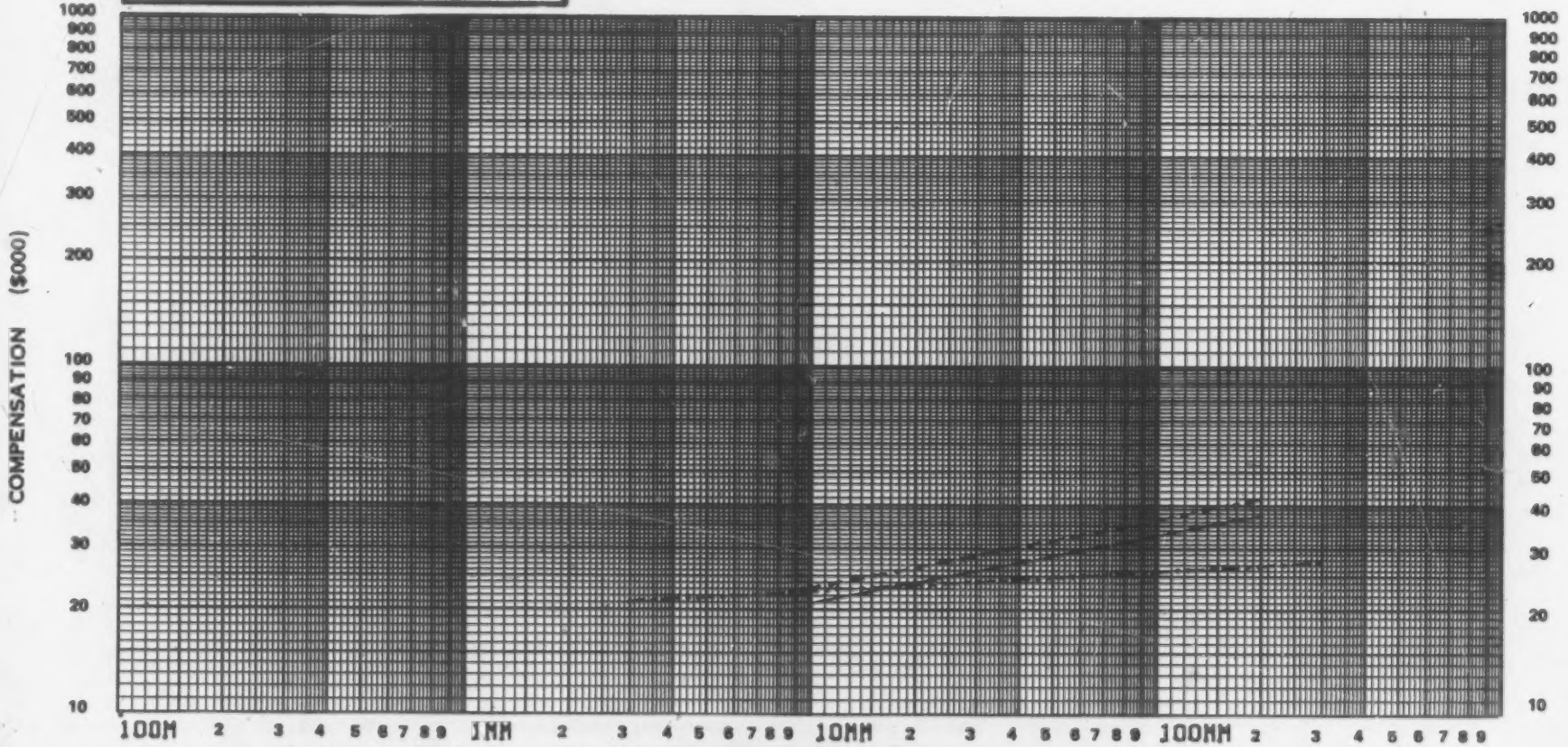
FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 24 - MEAT MERCHANDISER

SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
NO SCOPE REPORTED	VICE PRESIDENT				$ 35.4			
		$ 30.3	$ 0.9	$ 31.2	32.4	$ 22.5	$ 28.6	$ 34.6
	ASST. V.P./DIR	30.0	5.7	35.7		32.7	39.7	46.7
	GROUP EXEC.	28.3	2.7	31.0		21.4	25.4	29.4
	DIST. MANAGER	28.1	0.5	28.6		25.0	27.5	32.1
	C.O.O.	27.5	9.0	36.5				
	GROUP EXEC.	26.9	2.6	29.5		21.8	27.2	32.6
	MANAGER	25.5	0.0	25.5		17.7	23.0	28.3
		25.0	2.9	27.9				
	DIST. MANAGER				25.0			
	GROUP EXEC.	24.2	0.0	24.2				
					22.6			
	MANAGER				19.5	15.1	18.5	22.8
	WEIGHTED GROUP AVG:	$ 26.8	$ 1.9	$ 28.7	$ 28.1			
$ 79.2	POSITION AVERAGE:	$ 28.7	$ 3.9	$ 32.6	$ 25.9			

FOOD MARKETING INSTITUTE

1980 MANAGEMENT COMPENSATION SURVEY

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Salary	———	0.48	1.19
Bonus T.C.	- - - - - -	0.43	1.23
Nonbonus Salary	-.-.-.	0.38	1.09



SURVEY POSITION #24 - MEAT MERCHANDISER

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 25 - PRODUCE MERCHANDISER

Responsible for carrying out merchandising programs for produce products among an assigned number of stores. Determines the type of produce items, quality, grades and brands. Recommends retail prices on produce items as appropriate. Coordinates the purchase of produce products to ensure an appropriate assortment to achieve sales and profit objectives. Develops refrigeration case allocation and spacing programs, product promotions and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SCOPE ANNUAL PRODUCE SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$50.0 AND ABOVE	VICE PRESIDENT	$ 36.0	$ 2.0	$ 38.0		$ 31.4	$ 39.3	$ 47.1
	DIV. V.P./MGR.	33.8	2.7	36.5				
	VICE PRESIDENT	31.2	5.9	37.1				
	VICE PRESIDENT				$ 25.5	21.4	27.1	32.7
	MANAGER				23.8	16.6	22.4	28.2
	MANAGER				23.3	16.6	22.4	28.2
	MANAGER				21.9	18.1	22.4	30.8
	MANAGER				21.8	18.1	24.5	30.8
$ 67.3	WEIGHTED GROUP AVG:	$ 33.7	$ 3.5	$ 37.2	$ 23.2			

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 25 - PRODUCE MERCHANDISER

SCOPE ANNUAL PRODUCE SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$49.9	ASST. V.P./DIR	$ 40.5	$ 8.4	$ 48.9				
TO	ASST. V.P./DIR	37.2	7.5	44.7				
$25.0	ASST. V.P./DIR	36.7	9.2	45.9				
	ASST. V.P./DIR	36.3	9.0	45.3				
	ASST. V.P./DIR	34.2	9.3	43.5				
					$ 29.0	$ 21.8	$ 25.6	$ 30.6
	REG. V.P./MGR.				27.8	25.5	32.2	34.9
	VICE PRESIDENT	24.1	0.8	24.9				
	MANAGER				21.5	16.6	22.4	28.2
	MANAGER				21.4	16.6	22.4	28.5
					21.0			
$ 39.7	WEIGHTED GROUP AVG:	$ 35.1	$ 7.9	$ 43.0	$ 23.6			
$24.9	DIV. V.P./MGR.	$ 34.4	$ 4.6	$ 39.0		$ 26.0	$ 32.5	$ 40.6
TO	DIV. V.P./MGR.	33.0	4.7	37.7				
$10.0	VICE PRESIDENT				$ 29.3	22.0	27.0	32.0
	REG. V.P./MGR.	26.8	2.0	28.8				
	ASST. V.P./DIR	23.9	3.3	27.2		23.0	27.0	30.9
	VICE PRESIDENT				23.8	17.7	21.6	25.5
	SENIOR V.P.				23.5	21.0	25.8	30.5
	DIV. V.P./MGR.				22.6			
	MANAGER				21.2	15.2	20.5	25.8
	ASST. V.P./DIR	19.8	2.2	22.0		20.2	25.3	30.4
	MANAGER				19.5	15.2	20.5	25.8
	MANAGER				19.1	15.2	20.5	25.8
$ 18.0	WEIGHTED GROUP AVG:	$ 27.7	$ 2.9	$ 30.6	$ 22.9			

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 25 - PRODUCE MERCHANDISER

SCOPE ANNUAL PRODUCE SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$9.9	DIST. MANAGER	$ 29.5	$ 0.0	$ 29.5				
TO		28.1	2.1	30.2				
$5.0	VICE PRESIDENT	27.8	5.5	33.3				
	ASST. V.P./DIR				$ 25.2	$ 21.9	$ 27.4	$ 32.9
	EXEC. V.P.	24.4	0.9	25.3				
	DIST. MANAGER				22.5	18.5	23.1	27.8
	VICE PRESIDENT	22.5	2.0	24.5				
					22.4	21.3	24.1	26.8
	CEO/PRESIDENT	21.5	3.0	24.5				
	C.O.O.	18.8	0.0	18.8		17.6	21.6	25.7
$ 7.6	WEIGHTED GROUP AVG:	$ 25.5	$ 2.4	$ 27.9	$ 24.0			
$4.9 AND BELOW		$ 26.8	$ 2.7	$ 29.5	$ 27.5	$ 19.3	$ 24.2	$ 29.0
	REG. V.P./MGR.				20.7	19.3	23.2	27.1
	ASST. V.P./DIR				20.7	18.6	23.3	27.9
	VICE PRESIDENT	19.3	2.9	22.2				
	DIST. MANAGER				17.9			
	CEO/PRESIDENT				16.6			
	DIST. MANAGER				15.6			
$ 3.2	WEIGHTED GROUP AVG:	$ 21.2	$ 2.8	$ 24.0	$ 19.9			

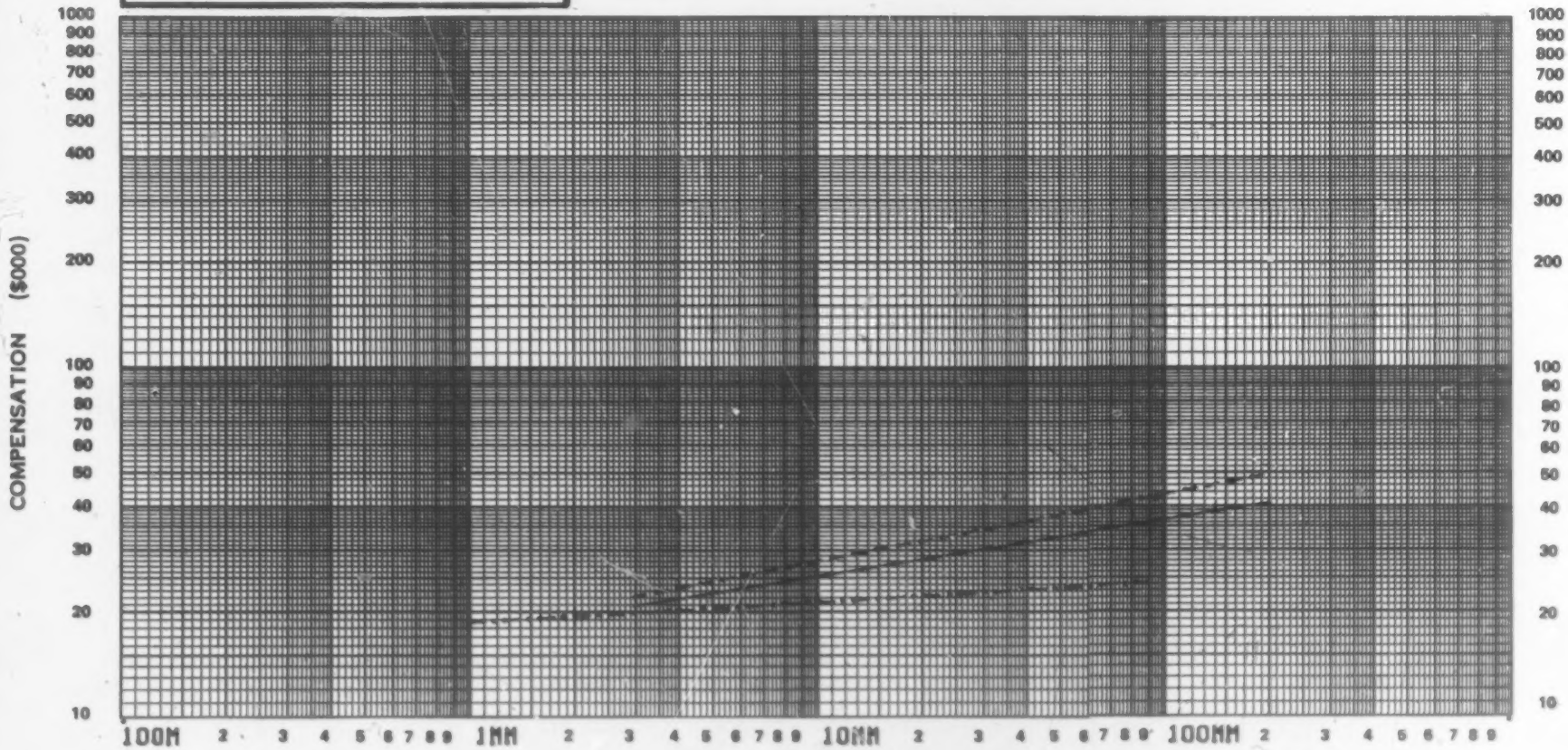
FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 25 - PRODUCE MERCHANDISER

SCOPE ANNUAL PRODUCE SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
NO SCOPE REPORTED	ASST. V.P./DIR	$ 35.8	$ 7.9	$ 43.7		$ 32.7	$ 39.7	$ 46.7
					$ 32.2			
	DIST. MANAGER				29.5			
	VICE PRESIDENT	28.6	2.0	30.6				
	CEO/PRESIDENT	24.7	2.9	27.6				
	GROUP EXEC.	24.3	2.5	26.8				
	MANAGER	24.3	0.0	24.3		17.7	23.0	28.3
	DIST. MANAGER	24.1	0.2	24.3		25.0	27.5	32.1
	GROUP EXEC.	23.7	2.7	26.4		21.4	25.4	29.4
					20.8			
					16.7	13.6	16.4	18.7
	WEIGHTED GROUP AVG:	$ 24.8	$ 1.6	$ 26.4	$ 25.3			
$ 31.0	POSITION AVERAGE:	$ 27.4	$ 3.4	$ 30.8	$ 23.0			

FOOD MARKETING INSTITUTE

1980 MANAGEMENT COMPENSATION SURVEY

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Salary	———	0.53	1.18
Bonus T.C.	- - - - - -	0.54	1.21
Nonbonus Salary	-.-.-.	0.18	1.16



SURVEY POSITION #25 - PRODUCE MERCHANDISER

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 26 - FROZEN FOODS
MERCHANDISER

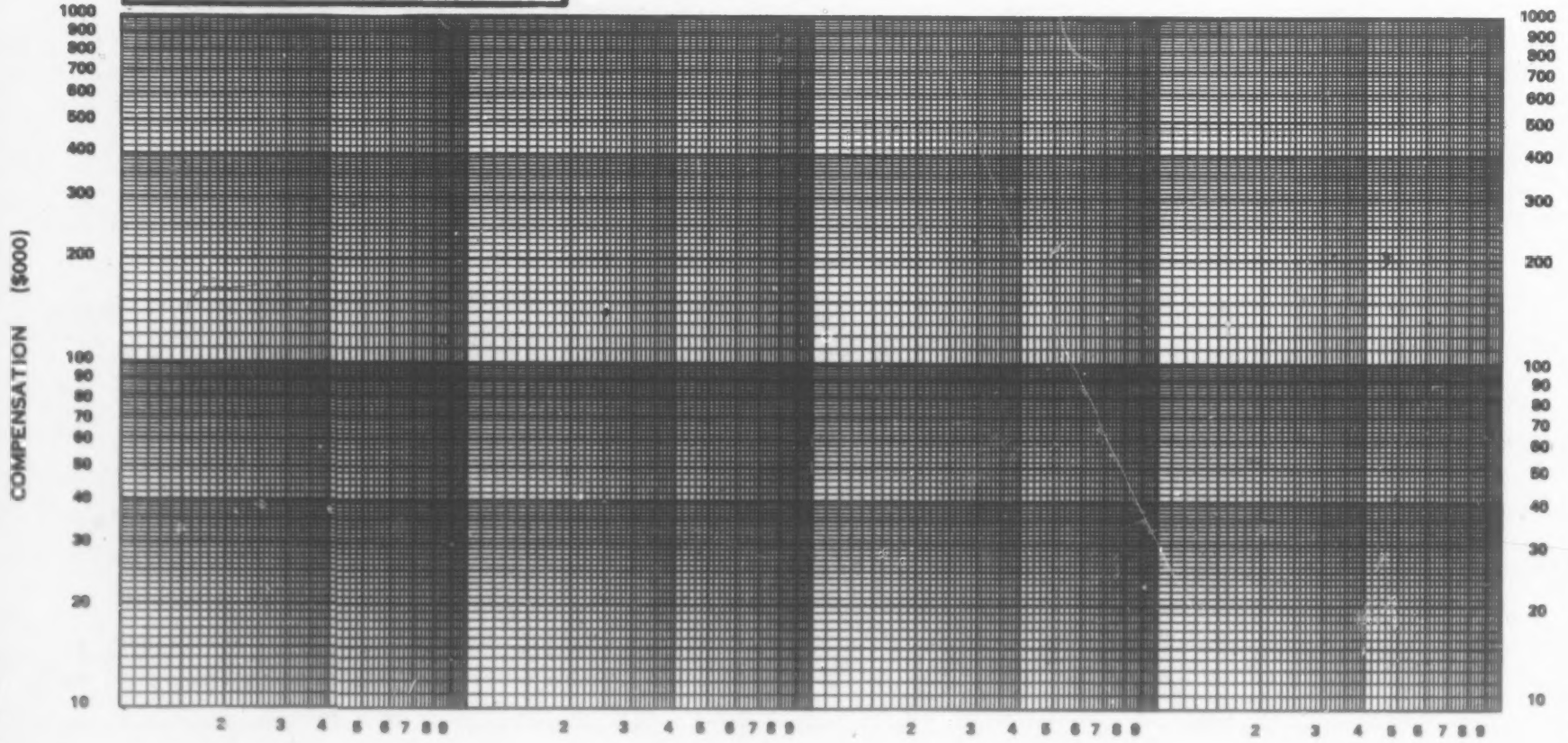
Responsible for developing and carrying out merchandising programs for frozen food products among an assigned number of stores. Determines the type of frozen food items, quality, grades and brands. Recommends retail prices on frozen food items as appropriate. Coordinates the purchase of frozen food products to ensure an appropriate assortment to achieve sales and profit objectives. Develops refrigeration case allocation and spacing programs, promotions and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SCOPE ANNL FROZEN FOOD SLS ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$100. AND BELOW	GROUP EXEC.				$ 31.2			
	CEO/PRESIDENT	$ 28.8	$ 2.5	$ 31.3				
	EXEC. V.P.	27.3	1.3	28.6				
	C.O.O.	26.3	2.3	28.6		$ 19.8	$ 23.6	$ 28.2
					22.9			
$ 39.1	WEIGHTED GROUP AVG:	$ 27.5	$ 2.0	$ 29.5	$ 27.1			
NO SCOPE REPORTED					$ 24.8			
					20.9			
	WEIGHTED GROUP AVG:				$ 22.9			
$ 39.1	POSITION AVERAGE:	$ 27.5	$ 2.0	$ 29.5	$ 25.0			

FOOD MARKETING INSTITUTE

1980 MANAGEMENT COMPENSATION SURVEY

LEGEND		
Company Type/Trend Line	Coefficient of Determination	Standard Error
Bonus Salary ———	Insufficient Data	
Bonus T.C. ------	Insufficient Data	
Nonbonus Salary -.-.-.	Insufficient Data	



SURVEY POSITION #26 - FROZEN FOODS MERCHANDISER

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 27 - DAIRY MERCHANDISER

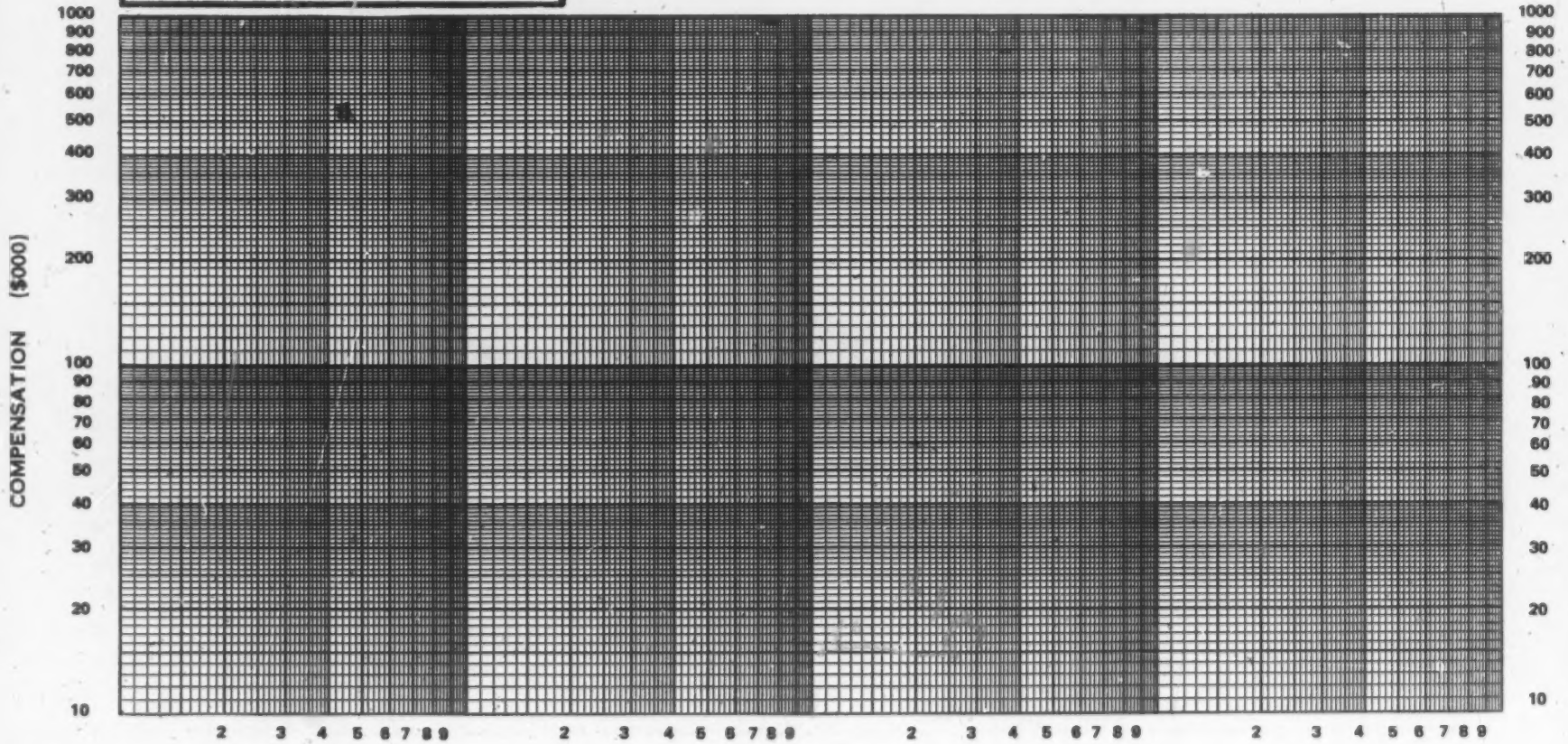
Responsible for developing and carrying out merchandising programs for dairy products among an assigned number of stores. Determines the type of dairy items, quality, grades and brands. Recommends retail prices on dairy items as appropriate. Coordinates the purchase of dairy products to ensure an appropriate assortment to achieve sales and profit objectives. Develops refrigeration case allocation and spacing programs, product promotions and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SCOPE ANNUAL DAIRY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$125.0 AND BELOW	ASST. V.P./DIR				$ 35.5	$ 22.0	$ 27.0	$ 32.0
					34.3	28.3	25.7	41.9
	C.O.O.				32.8			
	CEO/PRESIDENT	$ 30.0	$ 5.0	$ 35.0				
	DIV. V.P./MGR.	28.6	5.3	33.9				
					27.5	23.4	28.6	30.6
	ASST. V.P./DIR	23.9	3.3	27.2		23.0	27.0	30.9
	ASST. V.P./DIR	23.0	16.0	39.0				
	DIST. MANAGER				17.8			
$ 44.9	WEIGHTED GROUP AVG:	$ 26.4	$ 7.4	$ 33.8	$ 27.4			
NO SCOPE REPORTED	GROUP EXEC.	$ 28.8	$ 2.2	$ 31.0		$ 28.8	$ 32.3	$ 35.8
					$ 24.4			
	DIST. MANAGER	24.4	0.3	24.7		25.0	27.5	32.1
					20.4			
	GROUP EXEC.				19.0	17.7	20.8	23.9
	WEIGHTED GROUP AVG:	$ 25.9	$ 0.9	$ 26.8	$ 21.3			
$ 44.9	POSITION AVERAGE:	$ 26.2	$ 4.6	$ 30.8	$ 26.0			

FOOD MARKETING INSTITUTE

1980 MANAGEMENT COMPENSATION SURVEY

LEGEND		
Company Type/Trend Line	Coefficient of Determination	Standard Error
Bonus Salary ———	Insufficient Data	
Bonus T.C. ------	Insufficient Data	
Nonbonus Salary -.-.-.	Insufficient Data	



SURVEY POSITION #27 - DAIRY MERCHANDISER

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 28 - NONFOODS MERCHANDISER

Responsible for developing and carrying out merchandising programs for nonfood products among an assigned number of stores. Determines the type of nonfood items, quality, grades and brands. Recommends retail prices on nonfood items as appropriate. Coordinates the purchase of nonfood products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SCOPE ANNUAL NONFOOD SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$10.0 AND ABOVE	ASST. V.P./DIR	$ 38.2	$ 7.1	$ 45.3				
	ASST. V.P./DIR	32.0	4.0	36.0				
	ASST. V.P./DIR	30.5	5.1	35.6				
	VICE PRESIDENT	29.1	2.7	31.8		$ 27.0	$ 33.8	$ 40.6
	DIV. V.P./MGR.	28.6	0.7	29.3				
	DIV. V.P./MGR.				$ 27.5			
	GROUP EXEC.				27.0			
	DIV. V.P./MGR.	27.0	1.0	28.0				
					25.6	23.8	28.1	33.6
	VICE PRESIDENT				24.9	19.0	24.0	29.0
	ASST. V.P./DIR	20.5	2.2	22.7		19.9	24.9	29.9
	VICE PRESIDENT	19.3	2.0	21.3				
$ 34.1	WEIGHTED GROUP AVG:	$ 27.7	$ 3.3	$ 31.0	$ 26.3			
$9.9 AND BELOW	DIV. V.P./MGR.	$ 33.0	$ 5.2	$ 38.2		$ 26.0	$ 32.5	$ 40.6
	C.O.O.				$ 29.9			
					28.4			
		26.3	8.1	34.4				
	ASST. V.P./DIR	23.9	3.3	27.2		23.0	27.0	30.9
					23.4			
	ASST. V.P./DIR				21.5	21.0	25.8	30.5
	MANAGER				19.5	16.6	22.4	28.5
	ASST. V.P./DIR	18.6	3.7	22.3				
$ 3.8	WEIGHTED GROUP AVG:	$ 25.6	$ 4.8	$ 30.4	$ 23.1			

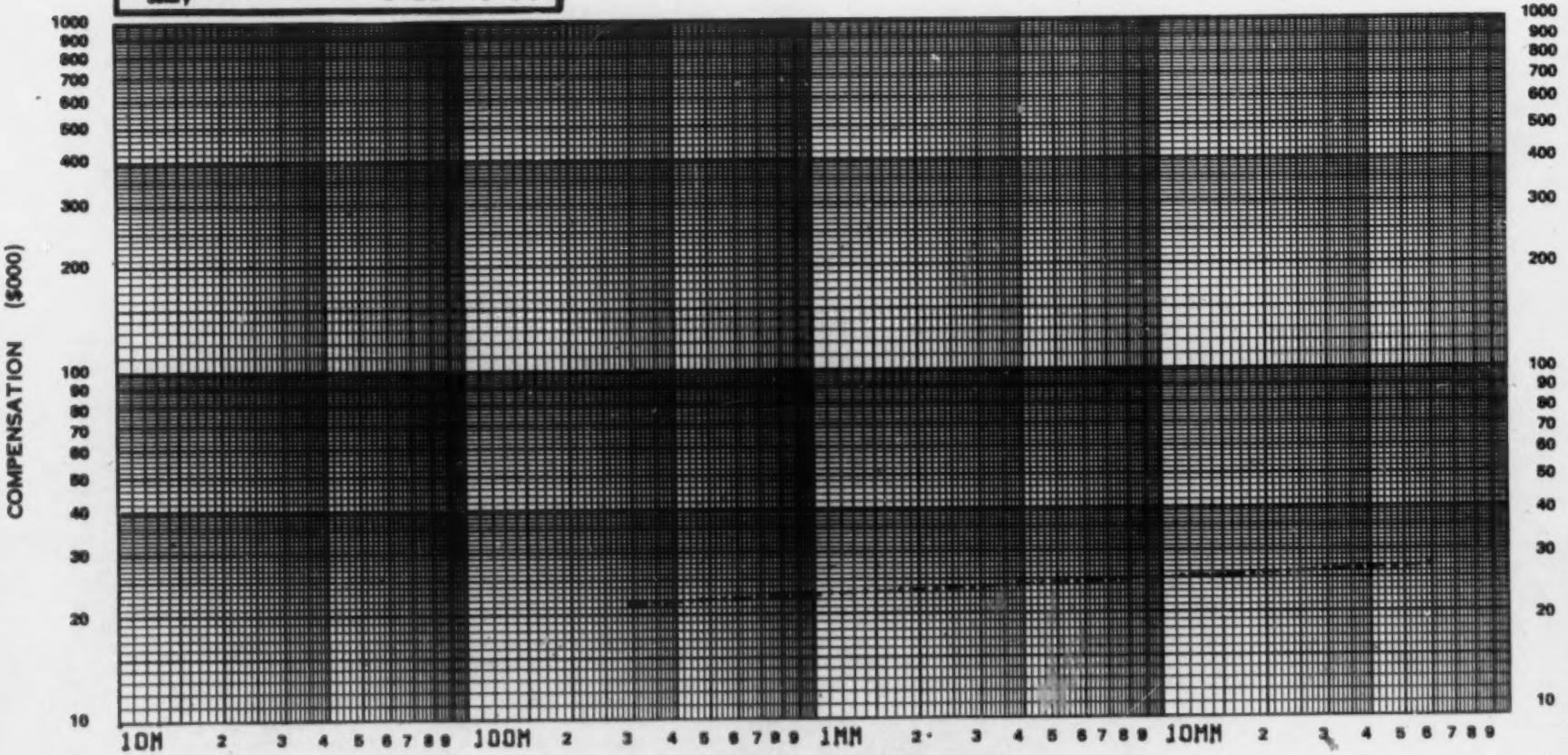
FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 28 - NONFOODS MERCHANDISER

SCOPE ANNUAL NONFOOD SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
NO SCOPE REPORTED	DIST. MANAGER				$ 31.4			
	GROUP EXEC.	$ 27.9	$ 3.1	$ 31.0		$ 21.4	$ 25.4	$ 29.4
	ASST. V.P./DIR	27.1	5.7	32.8		26.6	31.9	37.2
					26.5			
		26.4	2.6	29.0		23.2	29.0	34.8
	ASST. V.P./DIR	26.3	0.0	26.3		19.9	24.8	29.8
	VICE PRESIDENT	25.2	1.0	26.2				
	DIST. MANAGER	24.3	0.3	24.6		25.0	27.5	32.1
	REG. V.P./MGR.				24.2	22.4	29.1	31.7
		24.2	3.7	27.9				
					23.0			
	SENIOR V.P.	22.6	0.4	23.0				
	MANAGER				20.6	16.6	22.4	28.2
	MANAGER				20.2			
	MANAGER				20.0	18.1	22.4	30.8
	MANAGER				19.6	15.2	20.5	25.8
	MANAGER				18.4	16.6	22.4	28.2
	GROUP EXEC.				18.0	17.7	20.8	23.9
	MANAGER				17.7	15.2	20.5	25.8
	MANAGER				17.2	15.2	20.5	25.8
	MANAGER				16.7	14.0	20.5	23.8
	WEIGHTED GROUP AVG:	$ 25.2	$ 1.8	$ 27.0	$ 20.1			
$ 21.0	POSITION AVERAGE:	$ 26.3	$ 3.0	$ 29.3	$ 20.9			

FOOD MARKETING INSTITUTE

1980 MANAGEMENT COMPENSATION SURVEY

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Salary	———		
Bonus T.C.	- - - - - -		
Nonbonus Salary	-.-.-.	0.26	1.14



SURVEY POSITION #28 - NONFOODS MERCHANDISER

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 29 - GROCERY BUYER

Responsible for procurement and buying activities of assigned grocery products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SCOPE ANNUAL GROCERY PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$100.0 AND ABOVE	MANAGER	$ 33.8	$ 4.3	$ 38.1				
	C.O.O.				$ 32.5			
	MANAGER	31.9	2.4	34.3				
	DIV. V.P./MGR.				28.5			
	MANAGER	28.1	4.5	32.6				
	MANAGER	27.8	4.7	32.5				
	ASST. V.P./DIR				26.9	$ 22.0	$ 27.0	$ 32.0
	ASST. V.P./DIR	26.9	0.0	26.9		22.3	27.9	33.5
	MANAGER	26.7	1.9	28.6		22.6	28.4	34.0
					25.4	21.8	25.5	30.6
	DIV. V.P./MGR.	25.3	3.0	28.3				
	GROUP EXEC.				24.8			
	C.O.O.	22.7	1.5	24.2		17.6	21.6	25.7
	VICE PRESIDENT	22.1	5.0	27.1				
	MANAGER				19.7	13.6	17.0	20.4
	DIV. V.P./MGR.				18.3	15.2	19.0	22.8
$ 210.8	WEIGHTED GROUP AVG:	$ 26.1	$ 2.9	$ 29.0	$ 24.4			

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 29 - GROCERY BUYER

SCOPE ANNUAL GROCERY PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$99.9	VICE PRESIDENT	$ 35.4	$ 7.0	$ 42.4				
TO	MANAGER	29.1	4.0	33.1				
$50.0	GROUP EXEC.	26.0	1.0	27.0				
	SENIOR V.P.				$ 25.3	$ 23.0	$ 28.2	$ 33.4
	MANAGER				25.1	14.9	26.1	37.4
	ASST. V.P./DIR				24.5	21.9	27.4	32.9
	VICE PRESIDENT				24.2	17.8	24.2	27.4
	ASST. V.P./DIR	22.5	1.6	24.1		19.9	24.9	30.0
	ASST. V.P./DIR				21.9	19.0	23.8	28.5
	VICE PRESIDENT	21.8	2.8	24.6				
	ASST. V.P./DIR				21.4			
	VICE PRESIDENT	21.3	4.8	26.1				
					21.0	14.8	18.5	22.2
$ 64.8	WEIGHTED GROUP AVG:	$ 22.9	$ 2.8	$ 25.7	$ 23.6			

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 29 - GROCERY BUYER

SCOPE ANNUAL GROCERY PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$49.9	MANAGER	$ 30.3	$ 0.0	$ 30.3				
AND BELOW	DIV. V.P./MGR.	29.7	6.0	35.7				
					$ 29.6	$ 23.9	$ 26.8	$ 29.6
	ASST. V.P./DIR				28.6			
	MANAGER	26.8	3.0	29.8				
	REG. V.P./MGR.	26.8	0.0	26.8				
	VICE PRESIDENT				25.2	20.1	24.6	29.2
		25.0	0.5	25.5				
	VICE PRESIDENT				24.7	17.7	21.6	25.5
	VICE PRESIDENT				24.0	20.4	25.8	31.2
	VICE PRESIDENT	23.3	3.2	26.5		16.5	19.5	22.5
	REG. V.P./MGR.				21.7	19.3	23.2	27.1
	ASST. V.P./DIR	21.0	3.6	24.6				
	ASST. V.P./DIR				20.8			
	VICE PRESIDENT	16.4	1.4	17.8				
$ 26.6	WEIGHTED GROUP AVG:	$ 24.0	$ 2.7	$ 26.7	$ 22.6			

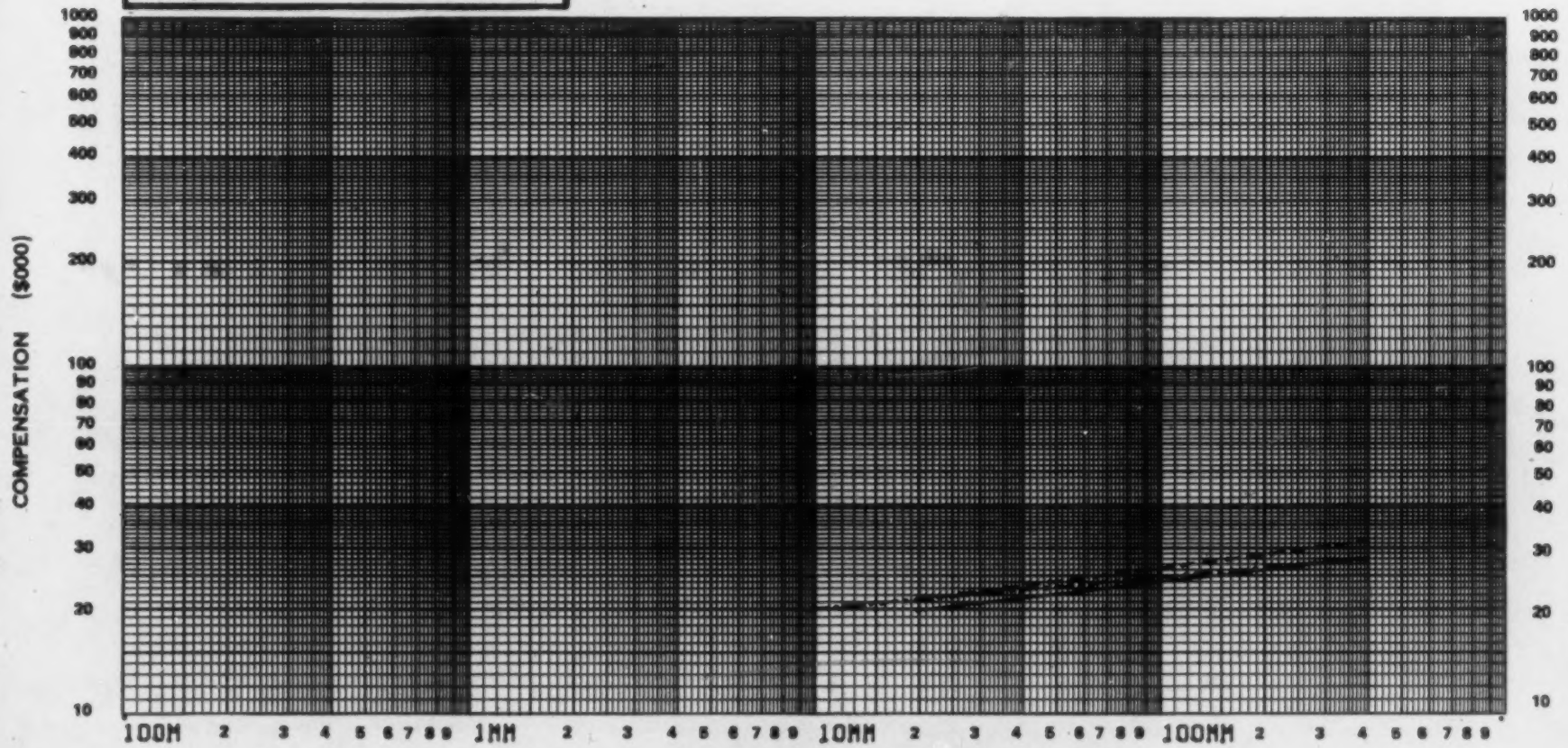
FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 29 - GROCERY BUYER

SCOPE ANNUAL GROCERY PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
NO SCOPE REPORTED	SENIOR V.P.				$ 39.0	$ 32.3	$ 40.4	$ 48.5
					35.0			
	GROUP EXEC.	$ 29.5	$ 0.0	$ 29.5				
	VICE PRESIDENT	27.7	2.4	30.1		22.3	27.8	33.4
					27.5			
	VICE PRESIDENT	26.1	0.0	26.1		17.7	23.0	34.6
	MANAGER				26.0	22.4	29.1	31.7
	EXEC. V.P.	25.8	5.0	30.8				
	GROUP EXEC.				25.7	20.4	23.3	26.4
	VICE PRESIDENT	25.4	0.8	26.2				
		24.4	1.3	25.7		20.7	25.8	31.0
					24.1	16.8	24.0	31.5
					23.8	18.5	23.0	27.5
		22.4	0.0	22.4		17.0	21.2	25.4
		22.3	0.0	22.3		17.0	21.2	25.4
	GROUP EXEC.				22.2			
	VICE PRESIDENT	21.9	5.5	27.4				
	MANAGER				21.7	15.2	20.5	25.8
	MANAGER				21.5	16.6	22.4	28.2
	MANAGER				21.4	16.6	22.4	28.2
					21.3			
	MANAGER				20.0	16.6	22.4	28.2
	ASST. V.P./DIR	20.0	4.5	24.5		18.4	21.6	24.7
	MANAGER				19.4	16.6	22.4	28.2
	MANAGER				18.1	15.2	20.5	25.8
	MANAGER				18.0	15.2	20.5	25.8
	WEIGHTED GROUP AVG:	$ 23.6	$ 2.0	$ 25.6	$ 22.6			
$ 95.1	POSITION AVERAGE:	$ 24.2	$ 2.7	$ 26.9	$ 22.9			

FOOD MARKETING INSTITUTE

1980 MANAGEMENT COMPENSATION SURVEY

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Salary	———	0.46	1.14
Bonus T.C.	- - - - - -	0.57	1.12
Nonbonus Salary	-.-.-.	0.39	1.10



SURVEY POSITION #29 - GROCERY BUYER

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 30 - MEAT BUYER

Responsible for the procurement and buying activities of assigned meat products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SCOPE ANNUAL MEAT PURCHASE ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$100.0 AND ABOVE	SENIOR V.P.	$ 43.0	$ 3.5	$ 46.5				
	VICE PRESIDENT	33.8	5.9	39.7				
	MANAGER	33.0	4.0	37.0				
	DIV. V.P./MGR.				$ 33.0			
	MANAGER	31.9	1.4	33.3				
	MANAGER	28.3	4.3	32.6				
	MANAGER	27.8	5.8	33.6				
	MANAGER	26.7	1.9	28.6				
	ASST. V.P /DIR				25.0	$ 22.0	$ 27.0	$ 32.0
$ 111.6	WEIGHTED GROUP AVG:	$ 30.2	$ 3.8	$ 34.0	$ 29.0			
$99.9 TO $50.0	VICE PRESIDENT	$ 29.4	$ 0.0	$ 29.4		$ 22.3	$ 27.9	$ 33.5
	DIV. V.P./MGR.	27.0	3.0	30.0				
	VICE PRESIDENT				$ 26.0	23.0	28.2	33.4
	VICE PRESIDENT				25.5	17.1	22.6	28.1
					25.0	20.0	23.4	27.8
	VICE PRESIDENT				23.5			
	MANAGER				19.0	13.6	17.0	20.4
$ 70.6	WEIGHTED GROUP AVG:	$ 28.2	$ 1.5	$ 29.7	$ 23.8			

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 30 - MEAT BUYER

SCOPE ANNUAL MEAT PURCHASE ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$49.9	GROUP EXEC.				$ 34.8			
TO					32.0			
$25.0	DIV. V.P./MGR.	$ 31.3	$ 2.8	$ 34.1				
	VICE PRESIDENT				30.3			
	ASST. V.P./DIR				28.8	$ 24.4	$ 30.5	$ 36.6
					28.2	23.2	29.0	34.8
	VICE PRESIDENT	25.5	6.0	31.5				
	EXEC. V.P.	24.7	0.9	25.6				
	ASST. V.P./DIR	24.5	1.6	26.1		21.8	27.2	32.6
	VICE PRESIDENT				24.0	20.4	25.8	31.2
	MANAGER				22.2	19.1	23.9	28.7
	ASST. V.P./DIR	22.1	3.6	25.7				
	DIV. V.P./MGR.				13.6	15.2	19.0	22.8
$ 40.9	WEIGHTED GROUP AVG:	$ 26.3	$ 2.7	$ 29.0	$ 26.0			
$24.9	SENIOR V.P.				$ 32.5	$ 24.7	$ 30.4	$ 36.4
AND BELOW	MANAGER	$ 30.0	$ 0.0	$ 30.0				
	REG. V.P./MGR.	27.2	2.0	29.2				
					26.0			
	GROUP EXEC.	24.8	3.3	28.1		19.0	23.3	27.5
	ASST. V.P./DIR				23.7			
					22.9	16.5	20.6	24.7
					21.3	21.3	24.1	26.8
	ASST. V.P./DIR	20.6	1.5	22.1				
	VICE PRESIDENT	13.5	3.3	16.8				
$ 19.2	WEIGHTED GROUP AVG:	$ 22.8	$ 1.9	$ 24.7	$ 25.3			

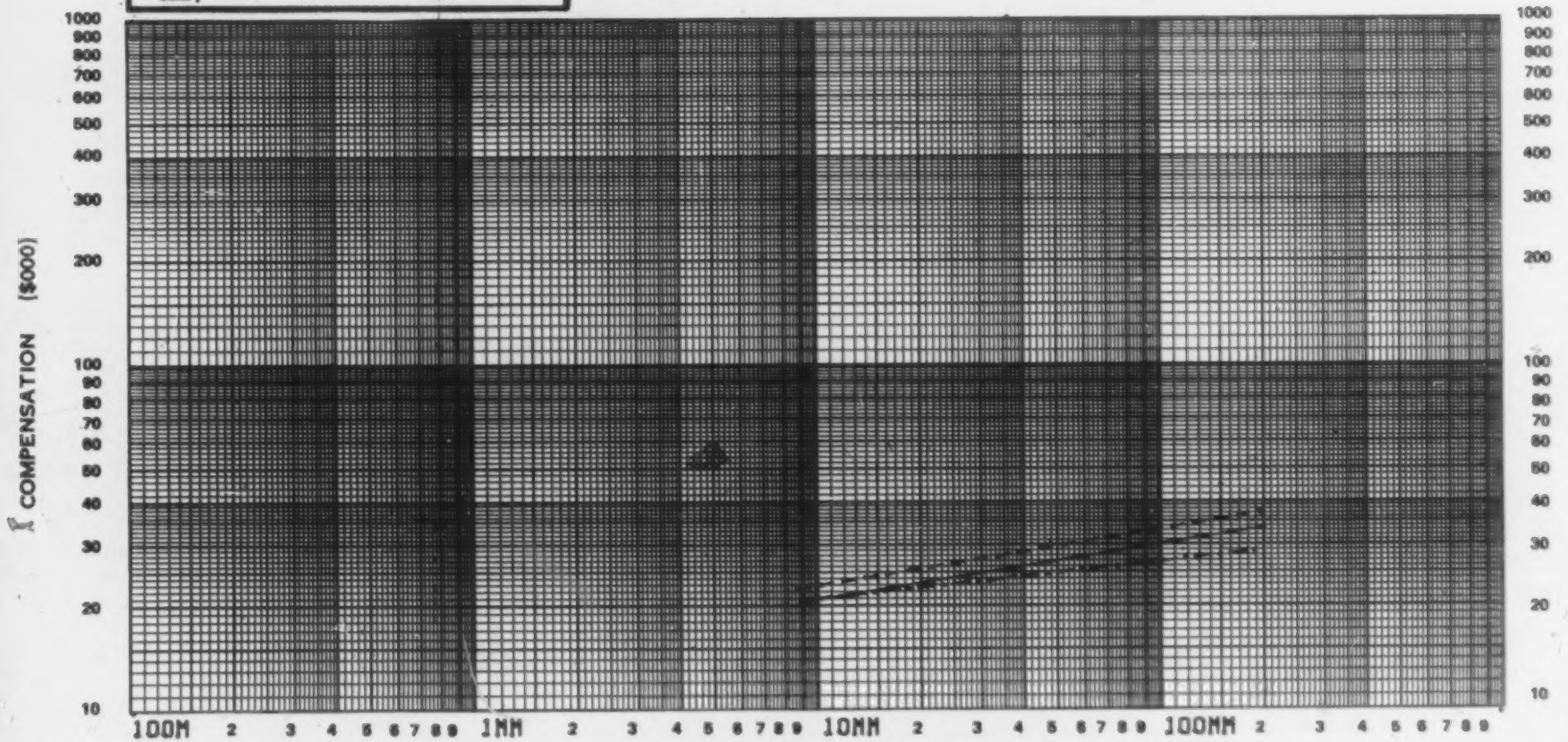
FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 30 - MEAT BUYER

SCOPE ANNUAL MEAT PURCHASE ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
NO SCOPE REPORTED	SENIOR V.P.				$ 47.3	$ 32.3	$ 40.4	$ 48.5
	MANAGER	$ 36.0	$ 0.0	$ 36.0		25.5	34.1	42.6
					31.0	22.0	28.1	34.1
					30.3			
					29.1	22.0	27.0	38.0
		28.8	1.9	30.7		22.5	28.1	33.8
	GROUP EXEC.				28.0	21.8	27.2	32.6
	VICE PRESIDENT	27.4	0.9	28.3				
	VICE PRESIDENT				26.7	20.4	25.0	29.6
	GROUP EXEC.	24.2	0.0	24.2				
					23.9			
		23.2	0.0	23.2		17.0	21.2	25.4
	MANAGER				23.1	16.6	22.4	28.2
	MANAGER				23.1	16.6	22.4	28.5
		23.0	0.0	23.0		17.0	21.2	25.4
	MANAGER				22.1	16.6	22.4	28.2
	MANAGER				22.0	16.6	22.4	28.2
	MANAGER				20.3	16.6	22.4	28.2
	MANAGER				20.3	14.0	20.5	23.8
	ASST. V.P./DIR	19.5	4.0	23.5		22.0	26.0	30.1
	VICE PRESIDENT	19.5	3.9	23.4				
	VICE PRESIDENT	16.2	0.8	17.0		16.2	20.2	24.3
	MANAGER				16.1	15.2	20.5	25.8
	MANAGER				15.9	15.2	20.5	25.8
	WEIGHTED GROUP AVG:	$ 23.2	$ 1.7	$ 24.9	$ 24.4			
$ 62.1	POSITION AVERAGE:	$ 26.4	$ 2.6	$ 29.0	$ 25.0			

FOOD MARKETING INSTITUTE

1980 MANAGEMENT COMPENSATION SURVEY

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Salary	———	0.30	1.23
Bonus T.C.	- - - - - -	0.36	1.20
Nonbonus Salary	-.-.-.	0.32	1.11



SURVEY POSITION #30 - MEAT BUYER

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 31 - PRODUCE BUYER

Responsible for the procurement and buying activities of assigned produce products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SCOPE ANNUAL PRODUCE PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$25.0 AND ABOVE	VICE PRESIDENT	$ 35.1	$ 3.0	$ 38.1				
	MANAGER	31.4	4.7	36.1				
	VICE PRESIDENT	30.7	5.9	36.6				
	DIV. V.P./MGR. VICE PRESIDENT	29.8	3.0	32.8	$ 28.2	$ 20.4	$ 25.8	$ 31.2
	MANAGER	27.7	3.8	31.5				
	MANAGER	26.4	4.3	30.7				
	MANAGER	26.4	4.6	31.0				
	MANAGER	25.2	3.8	29.0				
	VICE PRESIDENT				24.7			
$ 38.1	WEIGHTED GROUP AVG:	$ 27.7	$ 4.0	$ 31.7	$ 27.0			

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 31 - PRODUCE BUYER

SCOPE ANNUAL PRODUCE PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$24.9	MANAGER	$ 33.0	$ 0.0	$ 33.0				
TO	VICE PRESIDENT				$ 30.6	$ 22.0	$ 27.0	$ 32.0
$10.0	GROUP EXEC.				29.3			
	VICE PRESIDENT				27.6			
	VICE PRESIDENT	25.5	3.0	28.5				
					24.6	18.4	21.3	25.4
	ASST. V.P./DIR				24.0	21.9	27.4	32.9
	ASST. V.P./DIR	22.6	3.6	26.2				
	ASST. V.P./DIR	22.0	1.6	23.6		19.9	24.9	29.9
	VICE PRESIDENT				20.0	19.0	23.3	27.6
	VICE PRESIDENT	18.7	1.0	19.7				
	MANAGER				17.4	18.6	23.3	28.0
$ 16.2	WEIGHTED GROUP AVG:	$ 24.4	$ 1.8	$ 26.2	$ 24.9			
$9.9	ASST. V.P./DIR	$ 41.6	$ 6.2	$ 47.8				
AND BELOW	VICE PRESIDENT				$ 26.1	$ 20.1	$ 24.6	$ 29.2
	REG. V.P./MGR.	25.0	1.0	26.0				
	REG. V.P./MGR.				22.0	17.2	20.7	24.2
	ASST. V.P./DIR				21.8			
	VICE PRESIDENT	20.5	4.7	25.2				
					18.5	15.0	18.5	22.2
	EXEC. V.P.	16.9	0.6	17.5				
	DIV. V.P./MGR.				16.7	15.2	19.0	22.8
$ 3.8	WEIGHTED GROUP AVG:	$ 26.0	$ 3.1	$ 29.1	$ 21.5			

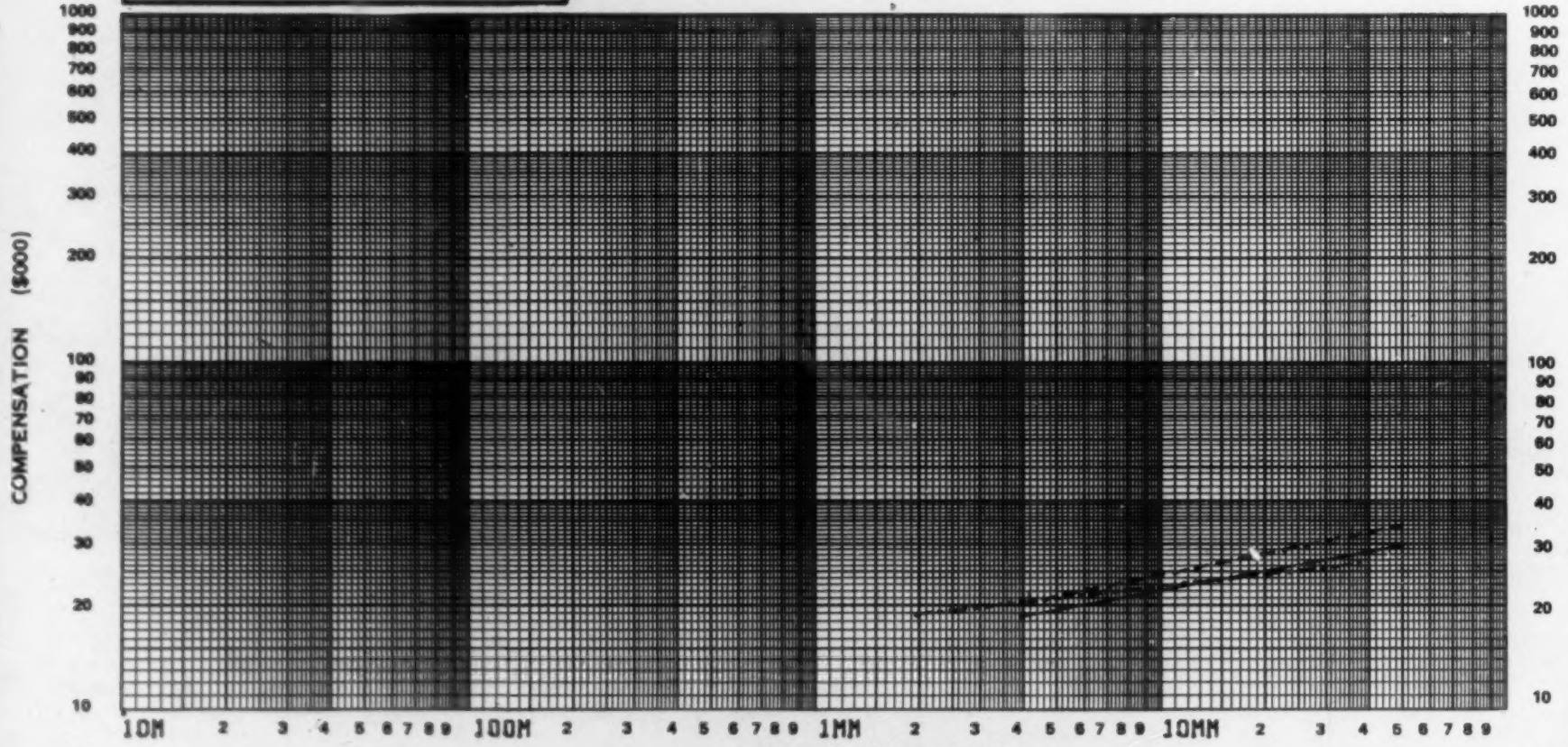
FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 31 - PRODUCE BUYER

SCOPE ANNUAL PRODUCE PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
NO SCOPE REPORTED	SENIOR V.P.				$ 39.0	$ 32.3	$ 40.4	$ 48.5
	EXEC. V.P.	$ 35.5	$ 0.0	$ 35.5		22.3	27.9	33.5
	MANAGER	30.4	0.0	30.4		21.1	27.9	34.6
		28.0	0.0	28.0		17.0	21.2	25.4
	GROUP EXEC.				26.5	20.4	25.0	29.6
					26.3			
	MANAGER				26.2	22.4	29.1	31.7
	VICE PRESIDENT	25.7	6.4	32.1				
	GROUP EXEC.				25.3	19.8	24.9	29.8
	VICE PRESIDENT	23.9	0.4	24.3				
	MANAGER				23.9	16.6	22.4	28.2
	MANAGER				23.9	16.6	22.4	28.2
	VICE PRESIDENT	23.5	2.2	25.7		19.6	24.5	29.4
	MANAGER				23.4	16.6	22.4	28.5
					22.4	20.3	22.4	22.9
	MANAGER				22.2	16.6	22.4	28.2
		22.0	0.0	22.0		17.0	21.2	25.4
		21.8	1.1	22.9		19.0	24.8	31.0
					21.2			
	MANAGER				20.4	14.0	20.5	23.8
	MANAGER				19.4	15.2	20.5	25.8
	MANAGER				19.2	16.6	22.4	28.2
	MANAGER				19.1	15.2	20.5	25.8
	ASST. V.P./DIR	19.1	4.0	23.1		18.4	21.6	24.7
	MANAGER				16.7	15.2	20.5	25.8
	WEIGHTED GROUP AVG:	$ 25.9	$ 1.4	$ 27.3	$ 22.7			
$ 18.2	POSITION AVERAGE:	$ 26.5	$ 2.8	$ 29.3	$ 22.9			

FOOD MARKETING INSTITUTE

1980 MANAGEMENT COMPENSATION SURVEY

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Salary	———	0.63	1.13
Bonus T.C.	- - - - - -	0.64	1.14
Nonbonus Salary	-.-.-.-	0.30	1.17



SURVEY POSITION #31 - PRODUCE BUYER

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 32 - FROZEN FOODS BUYER

Responsible for the procurement and buying activities of assigned frozen food products. Selects reliable sources of supply, places or supervises the placement of orders and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SCOPE ANNL FROZ FOOD PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$10.0 AND ABOVE	DIV. V.P./MGR.	$ 31.5	$ 3.5	$ 35.0				
	MANAGER	30.2	4.7	34.9				
	DIV. V.P./MGR.	25.4	2.0	27.4				
	GROUP EXEC.				$ 24.3			
	DIV. V.P./MGR.				23.4			
	ASST. V.P./DIR	23.1	2.3	25.4		$ 23.5	$ 29.4	$ 35.3
	ASST. V.P./DIR				23.0	23.0	28.2	33.4
	VICE PRESIDENT				23.0	20.4	25.8	31.2
	VICE PRESIDENT	19.6	1.0	20.6		17.6	21.6	25.7
	MANAGER				14.7	13.6	17.0	20.4
$ 30.6	WEIGHTED GROUP AVG:	$ 26.9	$ 2.8	$ 29.7	$ 21.7			
$9.9 AND BELOW	ASST. V.P./DIR				$ 31.2			
	VICE PRESIDENT				21.6	$ 17.8	$ 21.8	$ 25.8
	EXEC. V.P.	$ 21.6	$ 0.8	$ 22.4				
	ASST. V.P./DIR				21.0			
	VICE PRESIDENT	20.5	4.7	25.2				
					20.0			
$ 5.4	WEIGHTED GROUP AVG:	$ 21.0	$ 2.7	$ 23.8	$ 23.5			

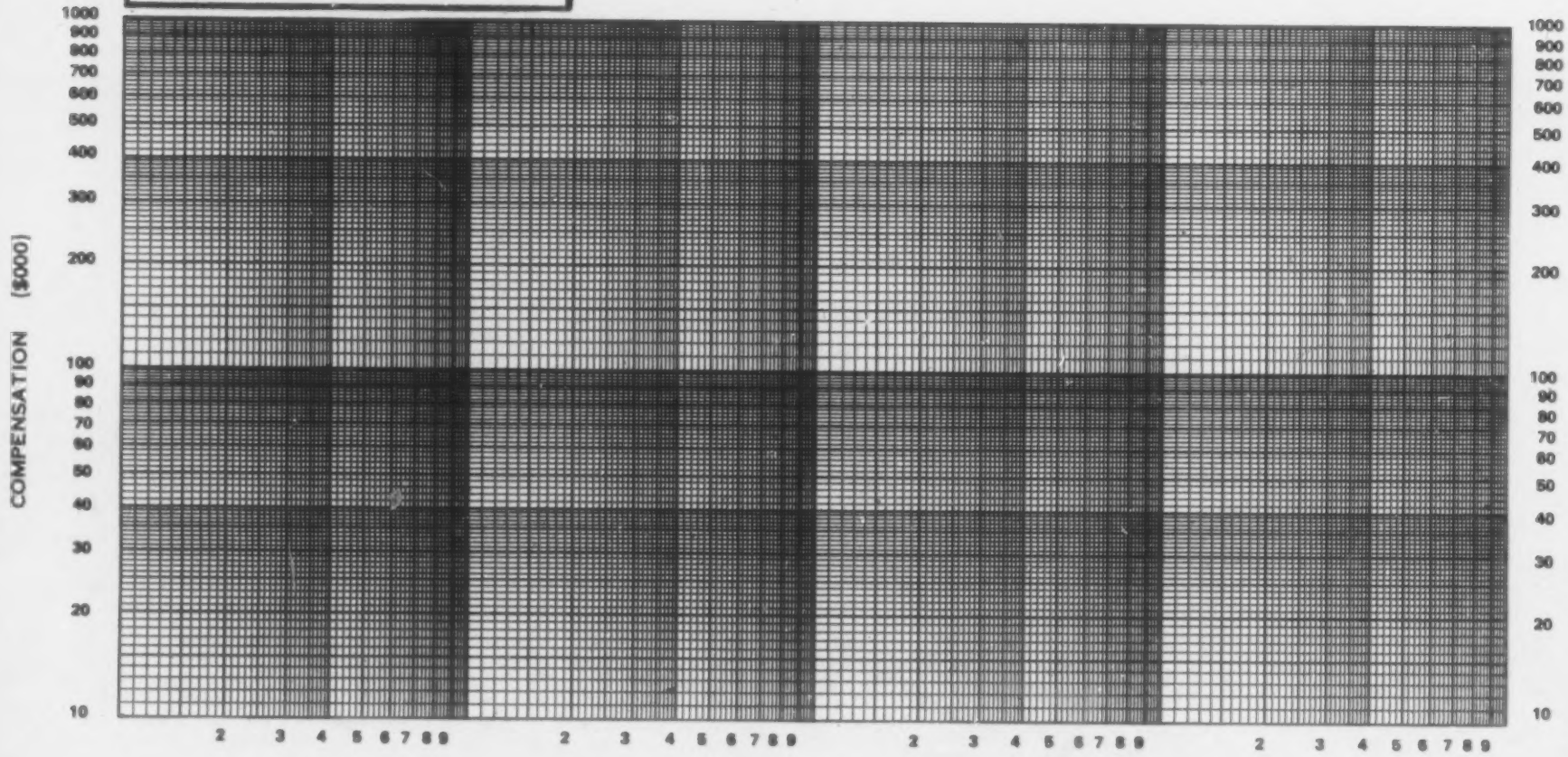
FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 32 - FROZEN FOODS BUYER

SCOPE ANNL FROZ FOOD PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
NO SCOPE REPORTED	VICE PRESIDENT	$ 27.2	$ 0.0	$ 27.2		$ 21.1	$ 27.9	$ 31.6
	MANAGER				$ 23.4	21.9	23.5	26.3
					22.5	18.8	22.0	25.0
	VICE PRESIDENT	18.6	2.8	21.4				
	WEIGHTED GROUP AVG:	$ 22.9	$ 1.4	$ 24.3	$ 23.0			
$ 21.7	POSITION AVERAGE:	$ 24.9	$ 2.6	$ 27.5	$ 22.7			

FOOD MARKETING INSTITUTE

1980 MANAGEMENT COMPENSATION SURVEY

LEGEND		
Company Type/Trend Line	Coefficient of Determination	Standard Error
Bonus Salary ———	Insufficient Data	
Bonus T.C. ------	Insufficient Data	
Nonbonus Salary -.-.-.	Insufficient Data	



SURVEY POSITION #32 - FROZEN FOODS BUYER

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 33 - DAIRY BUYER

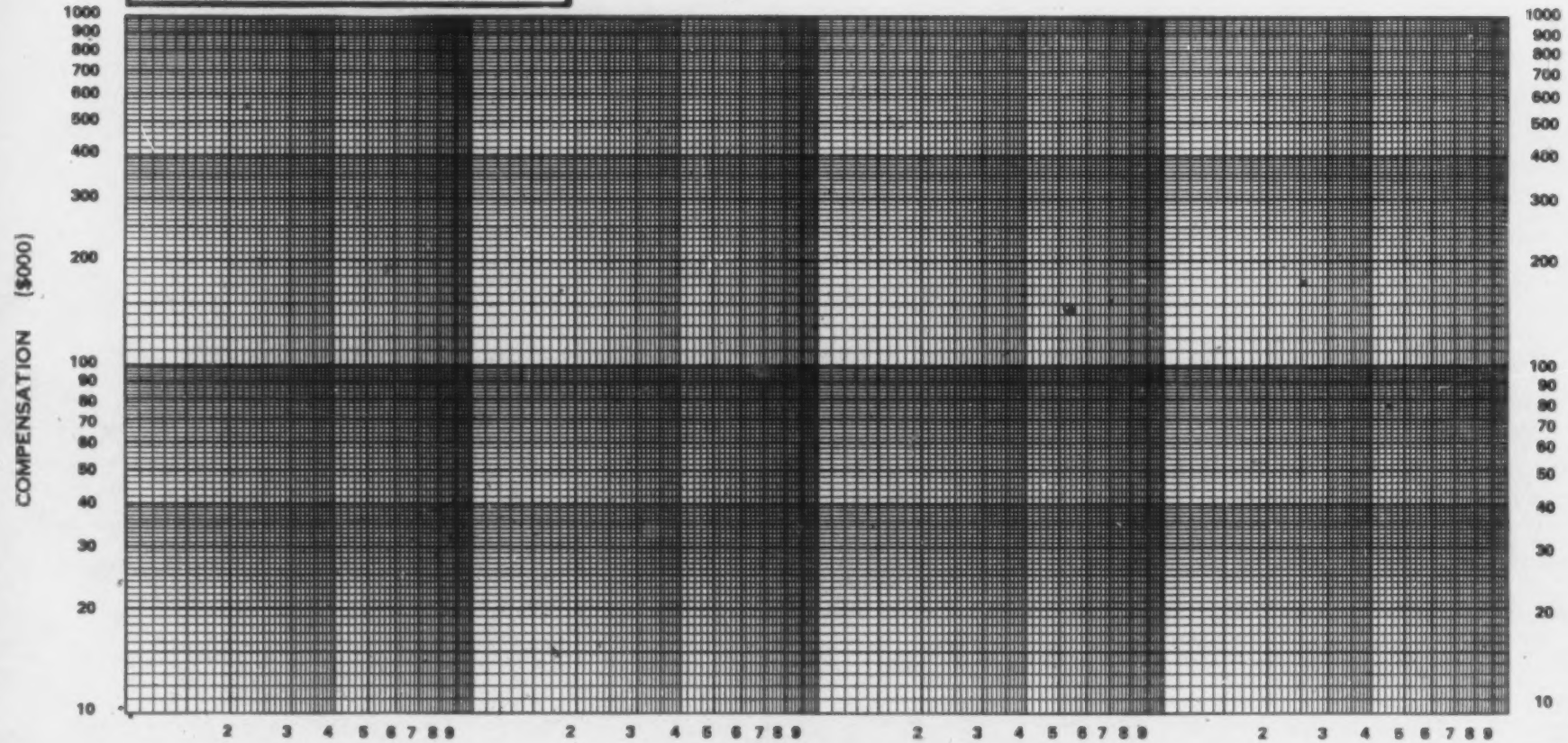
Responsible for procurement and buying activities of assigned dairy products. Selects reliable sources of supply, places or supervises the placement of orders and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SCOPE ANNUAL DAIRY PURCH. ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$125.0 AND BELOW	VICE PRESIDENT				$ 32.0	$ 20.4	$ 25.8	$ 31.2
	REG. V.P./MGR.	$ 28.5	$ 2.0	$ 30.5				
					28.0	21.8	25.5	30.6
	GROUP EXEC.				26.7			
					26.3	21.7	27.1	32.5
	ASST. V.P./DIR				25.8	22.0	27.0	32.0
	ASST. V.P./DIR				23.0	23.0	28.2	33.4
	DIV. V.P./MGR.	22.9	0.9	23.8				
	C.O.O.	21.9	0.6	22.5		17.6	21.6	25.7
	VICE PRESIDENT	21.4	2.7	24.1		18.0	21.3	24.5
	EXEC. V.P.	17.9	0.7	18.6				
	MANAGER				17.7	13.6	17.0	20.4
$ 32.8	WEIGHTED GROUP AVG:	$ 22.5	$ 1.4	$ 23.9	$ 25.7			
NO SCOPE REPORTED	SENIOR V.P.				$ 44.7	$ 32.3	$ 40.4	$ 48.5
	VICE PRESIDENT	$ 27.7	$ 0.0	$ 27.7		21.1	27.9	34.6
	MANAGER				23.7	15.3	19.1	23.0
					22.0	20.0	22.0	24.0
	VICE PRESIDENT	21.5	3.2	24.7				
	WEIGHTED GROUP AVG:	$ 24.6	$ 1.6	$ 26.2	$ 28.1			
$ 32.8	POSITION AVERAGE:	$ 23.1	$ 1.5	$ 24.6	$ 26.5			

FOOD MARKETING INSTITUTE

1980 MANAGEMENT COMPENSATION SURVEY

LEGEND		
Company Type/Trend Line	Coefficient of Determination	Standard Error
Bonus Salary ———	Insufficient Data	
Bonus T.C. ------	Insufficient Data	
Nonbonus Salary -.-.-.	Insufficient Data	



SURVEY POSITION #33 - DAIRY BUYER

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 34 - NONFOODS BUYER

Responsible for procurement and buying activities of assigned general merchandise and HBA items. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SCOPE ANNUAL NONFOOD PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$20.0	VICE PRESIDENT				$ 32.0	$ 22.0	$ 27.0	$ 32.0
AND ABOVE	VICE PRESIDENT				31.0	20.4	25.8	31.2
	DIV. V.P./MGR.	$ 29.0	$ 1.5	$ 30.5				
	DIV. V.P./MGR.	28.7	3.1	31.8				
	DIV. V.P./MGR.	28.6	4.5	33.1				
	ASST. V.P./DIR				26.2	23.0	28.7	34.4
	GROUP EXEC.				24.7			
	DIV. V.P./MGR.	20.3	0.0	20.3				
$ 32.9	WEIGHTED GROUP AVG:	$ 28.0	$ 2.4	$ 30.4	$ 28.3			

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 34 - NONFOODS BUYER

SCOPE ANNUAL NONFOOD PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$19.9 AND BELOW	MANAGER	$ 33.0	$ 0.0	$ 33.0				
	REG. V.P./MGR.	32.5	1.8	34.3				
	MANAGER	31.7	3.8	35.5				
	DIV. V.P./MGR.				$ 28.4			
	VICE PRESIDENT				26.0	$ 21.4		$ 30.5
	ASST. V.P./DIR				23.0	21.0	25.8	30.5
					21.9	20.0	23.4	27.8
	ASST. V.P./DIR	21.0	1.6	22.6		19.9	24.9	29.9
	MANAGER				21.0	19.7	26.1	32.5
	ASST. V.P./DIR				19.5			
	MANAGER	19.5	3.0	22.5				
	GROUP EXEC.	17.5	0.7	18.2				
$ 11.4	WEIGHTED GROUP AVG:	$ 26.6	$ 2.3	$ 28.9	$ 23.3			

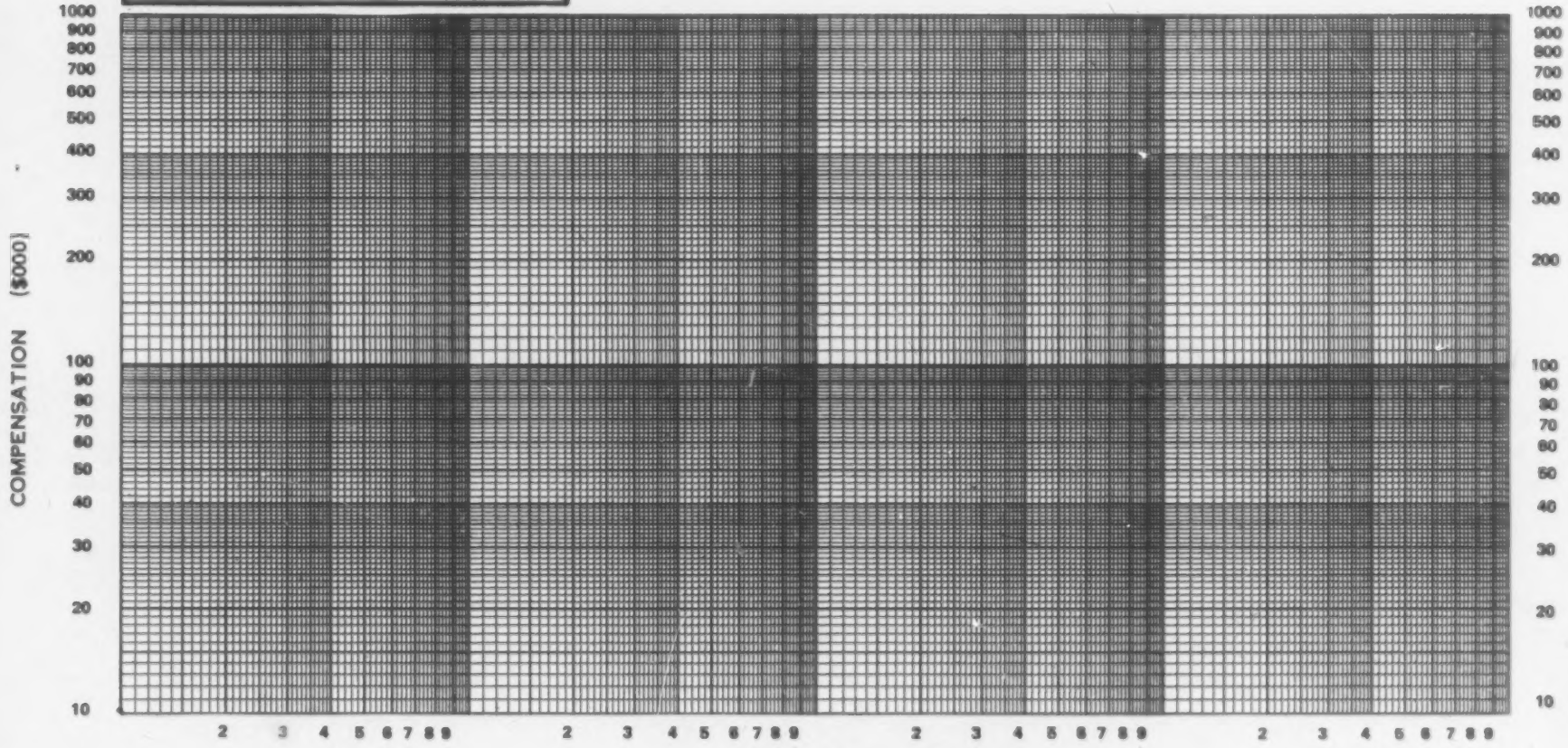
FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 34 - NONFOODS BUYER

SCOPE ANNUAL NONFOOD PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
NO SCOPE REPORTED	MANAGER				$ 32.1			
	ASST. V.P./DIR	$ 31.9	$ 0.0	$ 31.9		$ 22.3	$ 27.9	$ 33.5
	MANAGER	25.9	0.0	25.9		17.7	23.0	28.3
	SENIOR V.P.	25.7	0.8	26.5				
	VICE PRESIDENT	23.2	2.5	25.7		19.6	24.5	29.4
	MANAGER				23.0	18.0	22.5	27.0
	MANAGER				22.4	16.6	22.4	28.5
		21.7	0.0	21.7		17.0	21.2	25.4
	MANAGER				21.4	16.6	22.4	28.2
	MANAGER				21.0	16.6	22.4	28.2
					20.8	18.5	23.0	27.5
	MANAGER				20.5	16.6	22.4	28.2
	MANAGER				19.8	16.6	22.4	28.2
	MANAGER				18.8	15.2	20.5	25.8
	ASST. V.P./DIR	18.0	4.0	22.0		18.4	21.6	24.7
	MANAGER				17.6	15.2	20.5	25.8
	VICE PRESIDENT	16.6	2.5	19.1				
	MANAGER				16.0	15.2	20.5	25.8
	MANAGER				14.9	14.0	20.5	23.8
					11.8	15.2	18.2	23.0
	WEIGHTED GROUP AVG:	$ 22.6	$ 2.0	$ 24.6	$ 22.0			
$ 22.4	POSITION AVERAGE:	$ 25.0	$ 2.2	$ 27.2	$ 22.9			

FOOD MARKETING INSTITUTE

1980 MANAGEMENT COMPENSATION SURVEY

LEGEND		
Company Type/Trend Line	Coefficient of Determination	Standard Error
Bonus Salary ———	Insufficient Data	
Bonus T.C. - - - - - -	Insufficient Data	
Nonbonus Salary -.-.-.	Insufficient Data	



SURVEY POSITION #34 - NONFOODS BUYER

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 35 - TOP STORE OPERATIONS EXECUTIVE

Develops and directs policies, plans and programs to achieve the profitable operation of all corporate or operating company stores. Oversees the attainment of projected sales, gross profit margins, and the control of all store expenses while maintaining proper customer service. Assures that the firm's merchandising programs are adhered to and uniformly carried out in all stores.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$1000.0 AND ABOVE	EXEC. V.P.	$ 91.0	$ 22.0	$113.0				
	C.O.O.				$ 85.0			
	C.O.O.				55.7	$ 55.6	$ 69.5	$ 83.4
	C.O.O.	54.5	19.3	73.8				
	DIV. V.P./MGR.	50.1	8.7	58.8		35.3	43.9	52.8
	VICE PRESIDENT	47.7	15.0	62.7		39.2	49.0	58.8
		43.4	4.3	47.7		37.3	46.6	55.9
$ 5528.4	WEIGHTED GROUP AVG:	$ 49.6	$ 13.1	$ 62.7	$ 63.0			

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 35 - TOP STORE OPERATIONS EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$999.9	C.O.O.	$ 67.5	$ 7.5	$ 75.0		$ 51.6	$ 64.6	$ 77.5
TO					$ 65.0			
$500.0	C.O.O.	61.0	5.5	66.5				
	CEO/PRESIDENT	55.0	10.3	65.3		68.4	85.5	102.6
	GROUP EXEC.	53.0	17.4	70.4		42.1	52.7	63.2
	GROUP EXEC.	50.0	15.3	65.3		51.0	62.5	74.1
	SENIOR V.P.				50.0			
	DIV. V.P./MGR.	42.5	2.3	44.8		28.3	35.4	42.5
	DIV. V.P./MGR.	40.0	0.5	40.5		28.3	35.4	42.5
	DIV. V.P./MGR.	40.0	0.0	40.0		26.2	32.7	39.2
	DIV. V.P./MGR.	32.3	3.2	35.5				
$ 717.2	WEIGHTED GROUP AVG:	$ 50.9	$ 6.9	$ 57.8	$ 55.0			
$499.9	CEO/PRESIDENT	$ 90.0	$ 31.9	$121.9				
TO	C.O.O.				$ 70.7			
$300.0	C.O.O.	67.5	0.0	67.5				
	CEO/PRESIDENT	66.0	33.0	99.0				
	EXEC. V.P.	64.1	8.9	73.0				
	CEO/PRESIDENT				60.0			
	BOARD OF DIR.	57.2	10.3	67.5				
	C.O.O.				55.0	$ 50.0	$ 55.0	$ 60.0
	C.O.O.	50.0	16.7	66.7				
	C.O.O.	47.0	6.3	53.3		39.4	49.3	59.2
	C.O.O.	46.0	10.6	56.6		46.0	56.8	67.1
	CEO/PRESIDENT	37.5	110.1	147.6				
	C.O.O.	31.1	11.9	43.0		37.4	46.5	55.7
$ 395.9	WEIGHTED GROUP AVG:	$ 54.7	$ 22.8	$ 77.5	$ 61.9			

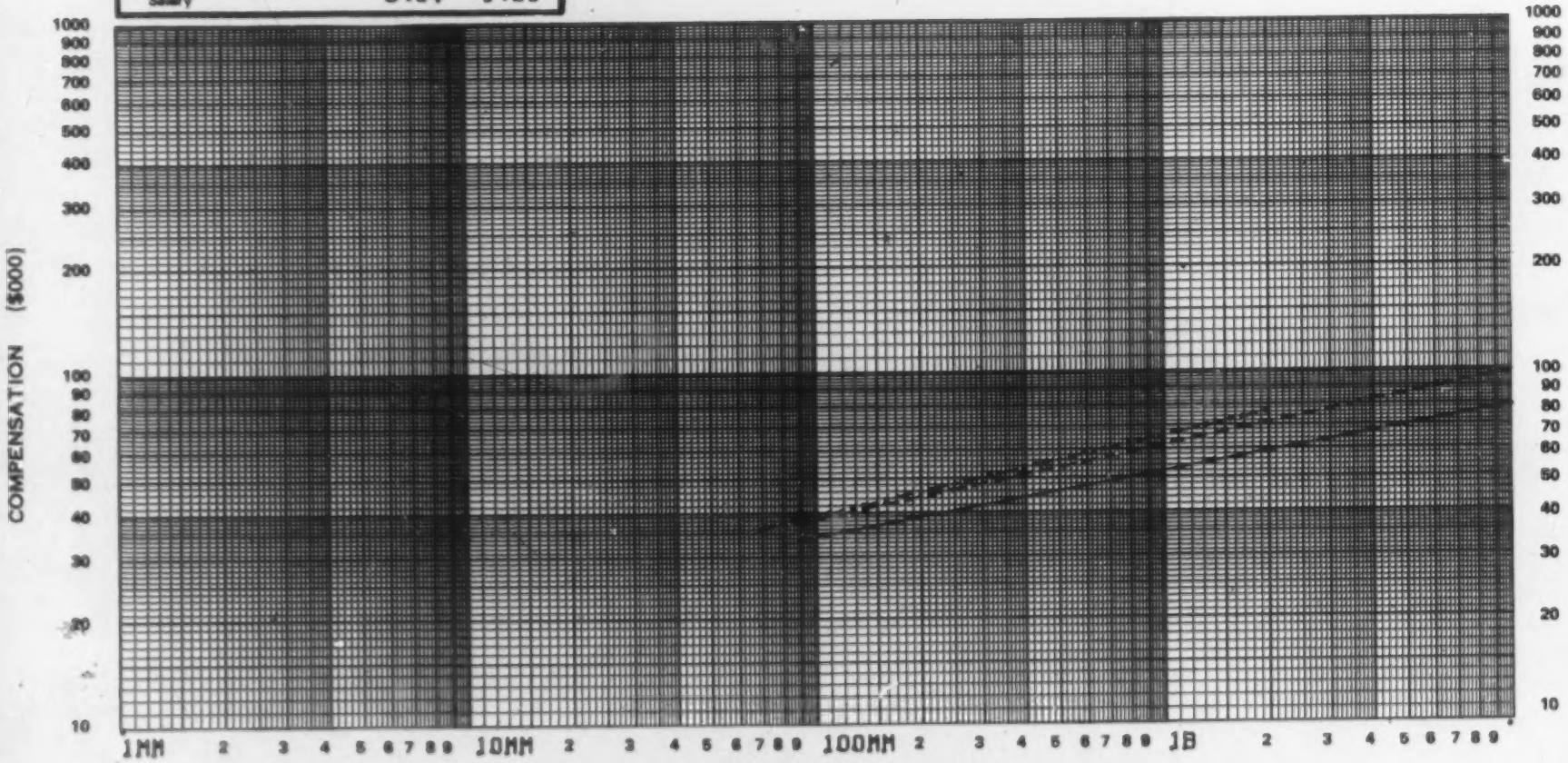
FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 35 - TOP STORE OPERATIONS EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$299.9	CEO/PRESIDENT	$ 72.0	$ 11.1	$ 83.1				
TO	DIV. V.P./MGR.	52.1	11.4	63.5		$ 41.3	$ 51.6	$ 62.0
$200.0	CEO/PRESIDENT				$ 50.0	42.8	53.5	64.2
	C.O.O.	48.5	9.0	57.5				
	GROUP EXEC.	40.6	12.3	52.9		31.0	40.3	49.5
	CEO/PRESIDENT	39.0	1.4	40.4		39.9	50.9	61.8
	C.O.O.	29.5	3.0	32.5				
$ 270.9	WEIGHTED GROUP AVG:	$ 47.0	$ 8.0	$ 55.0	$ 50.0			
$199.9	CEO/PRESIDENT	$ 50.0	$ 15.0	$ 65.0		$ 44.1	$ 55.1	$ 66.1
TO	EXEC. V.P.	42.7	0.0	42.7				
$100.0					$ 38.0			
	EXEC. V.P.	35.4	6.5	41.9				
	C.O.O.	35.1	13.4	48.5				
	CEO/PRESIDENT	30.5	3.5	34.0		26.7	33.4	40.0
$ 140.9	WEIGHTED GROUP AVG:	$ 38.7	$ 7.7	$ 46.4	$ 38.0			
$99.9	CEO/PRESIDENT				$ 57.2			
AND BELOW	BOARD OF DIR.				35.0			
					34.5			
	VICE PRESIDENT				26.7			
		$ 24.5	$ 2.2	$ 26.7				
$ 81.0	WEIGHTED GROUP AVG:	$ 24.5	$ 2.2	$ 26.7	$ 37.7			
$ 2352.8	POSITION AVERAGE:	$ 49.2	$ 12.9	$ 62.1	$ 51.7			

FOOD MARKETING INSTITUTE

1980 MANAGEMENT COMPENSATION SURVEY

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Salary	———	0.37	1.25
Bonus T.C.	- - - - - -	0.40	1.27
Nonbonus Salary	-.-.-.	0.54	1.26



SURVEY POSITION #35 - TOP STORE OPERATIONS EXECUTIVE

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 36 - TOP STORE MAINTENANCE EXECUTIVE

Directs the corporation's or operating company's store engineering and maintenance activities. Works with architectural firms to develop construction specifications for store remodeling and repair. Provides store equipment planning and layout services. Assists in the purchase of store equipment and fixtures.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$1000.0 AND ABOVE	VICE PRESIDENT	$ 40.5	$ 3.5	$ 44.0				
	DIV. V.P./MGR.				$ 38.7	$ 33.0	$ 44.5	$ 56.1
					35.8	27.8	34.8	41.7
	VICE PRESIDENT	35.2	6.4	41.6		31.4	39.2	47.1
	VICE PRESIDENT				33.5	26.0	33.2	40.3
	MANAGER	29.6	0.0	29.6		21.1	27.9	34.6
	VICE PRESIDENT				28.9	22.5	28.2	35.3
$ 6823.8	WEIGHTED GROUP AVG:	$ 35.2	$ 5.8	$ 41.0	$ 34.8			
$999.9 TO $500.0	C.O.O.	$ 39.0	$ 5.5	$ 44.5		$ 34.0	$ 42.4	$ 50.9
					$ 34.7			
	VICE PRESIDENT	33.0	0.0	33.0		31.2	39.1	46.9
	ASST. V.P./DIR				31.5	27.8	34.0	40.3
	MANAGER				28.1			
		27.0	0.0	27.0		20.0	25.0	30.0
		25.2	0.0	25.2		20.0	25.0	30.0
$ 653.6	WEIGHTED GROUP AVG:	$ 31.0	$ 1.3	$ 32.4	$ 31.4			

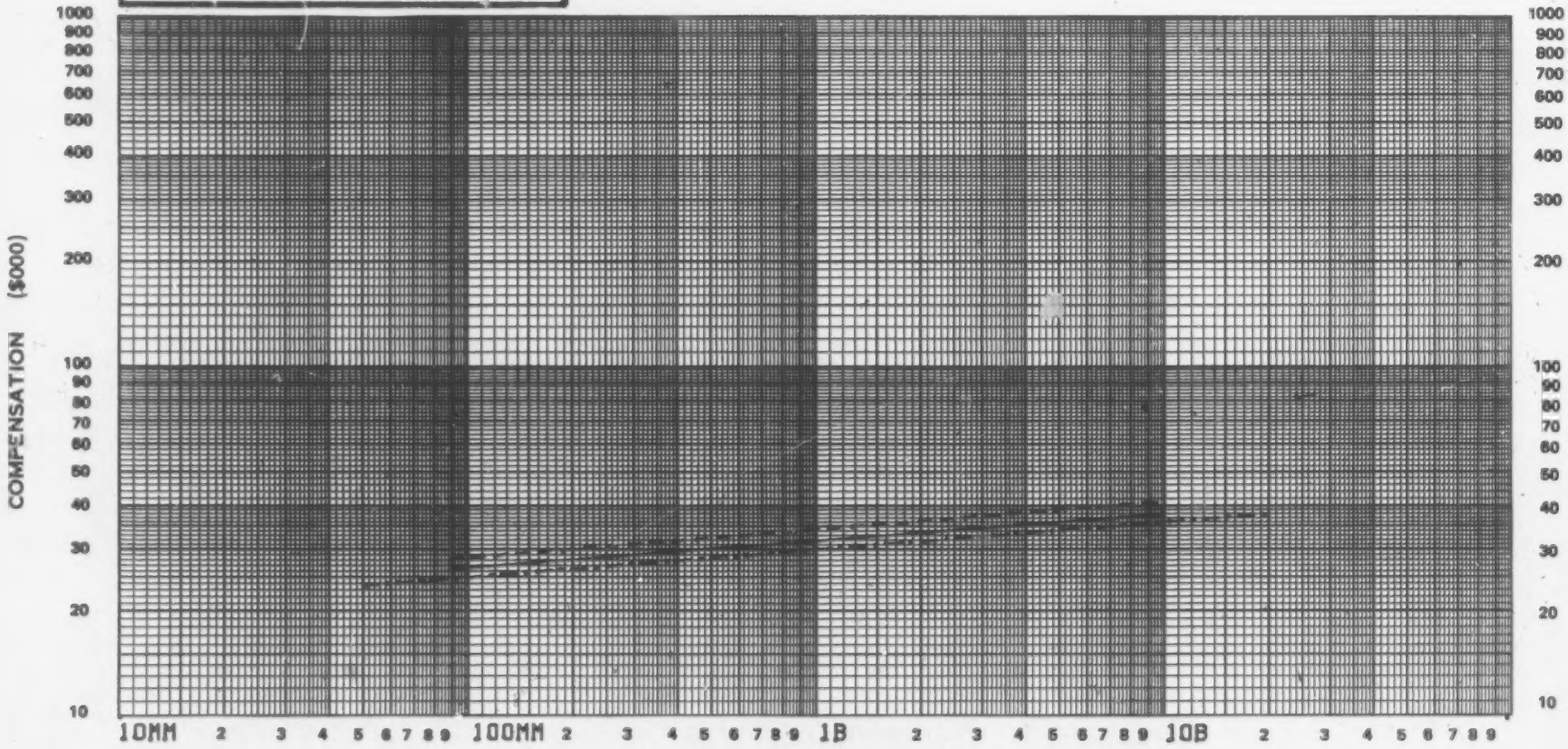
FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 36 - TOP STORE MAINTENANCE EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$499.9	SENIOR V.P.				$ 37.0	$ 32.3	$ 40.4	$ 48.5
TO	DIV. V.P./MGR.	$ 33.5	$ 5.0	$ 38.5				
$200.0	VICE PRESIDENT	31.2	1.8	33.0		27.4	34.3	41.2
	GROUP EXEC.	29.2	3.7	32.9		20.0	25.0	30.0
	GROUP EXEC.	25.6	2.5	28.1				
	GROUP EXEC.				24.4			
	SENIOR V.P.	22.5	1.5	24.0				
	VICE PRESIDENT				22.0	20.4	25.0	29.6
	EXEC. V.P.				18.0			
$ 344.6	WEIGHTED GROUP AVG:	$ 28.4	$ 2.9	$ 31.3	$ 25.4			
$199.9	CEO/PRESIDENT				$ 44.2			
AND BELOW		$ 31.2	$ 5.3	$ 36.5				
					29.5			
	C.O.O.				23.2			
	VICE PRESIDENT				18.5			
	CEO/PRESIDENT				18.5			
$ 88.5	WEIGHTED GROUP AVG:	$ 31.2	$ 5.3	$ 36.5	$ 26.8			
$ 3598.4	POSITION AVERAGE:	$ 33.1	$ 4.5	$ 37.6	$ 29.9			

FOOD MARKETING INSTITUTE

1980 MANAGEMENT COMPENSATION SURVEY

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Salary	———	0.25	1.17
Bonus T.C.	- - - - - -	0.19	1.21
Nonbonus Salary	-.-.-.	0.17	1.91



SURVEY POSITION #96 - TOP STORE MAINTENANCE EXECUTIVE

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 37 - DIVISION GENERAL MANAGER

Responsible for the profitable operation of a division or geographic region of the corporation or operating company. Develop sales and profit objectives and forecasts; operating and capital expenditure budgets, and objectives for assigned stores and facilities. Oversees merchandising, store operations and staff activities. Reviews buying and merchandising programs to insure maximum profitability and continuity with the company's overall strategy. Reviews operating results of stores against sales and profit targets. Directs staff activities in support of division programs and financial objectives. Provides specific limitations of authority for all subordinates regarding contractural commitments, expenditures and personnel decisions. Continually reviews and reports to top management the division's performance with respect to market share, operating results, capital requirements, etc.

SCOPE ANN'L DIVISION SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$500.0	CEO/PRESIDENT				$165.0			
AND ABOVE	SENIOR V.P.	$ 82.0	$ 47.0	$129.0		$ 62.2	$ 77.9	$ 93.4
	REG. V.P./MGR.	75.0	60.0	135.0				
	REG. V.P./MGR.	71.2	57.8	129.0				
	REG. V.P./MGR.	70.0	55.0	125.0				
	REG. V.P./MGR.	67.5	55.0	122.5				
$ 711.8	WEIGHTED GROUP AVG:	$ 77.5	$ 50.8	$128.3	$165.0			
$499.9		$ 91.7	$ 9.2	$100.9		$ 65.9	$ 82.4	$ 98.9
TO	CEO/PRESIDENT	82.5	30.0	112.5				
$300.0	SENIOR V.P.	71.0	18.0	89.0				
	REG. V.P./MGR.	65.0	50.0	115.0				
	C.O.O.				$ 63.2	63.9	79.9	96.0
	REG. V.P./MGR.	61.6	55.0	116.6				
	SENIOR V.P.	44.7	4.3	49.0				
	VICE PRESIDENT	21.1	16.3	37.4				
$ 342.5	WEIGHTED GROUP AVG:	$ 52.9	$ 22.4	$ 75.3	$ 63.2			

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 37 - DIVISION GENERAL MANAGER

SCOPE ANN'L DIVISION SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$299.9	CEO/PRESIDENT	$ 80.0	$ 0.0	$ 80.0				
TO	CEO/PRESIDENT	64.0	21.0	85.0		$ 52.5	$ 65.3	$ 78.0
$200.0	REG. V.P./MGR.	60.0	55.0	115.0				
	REG. V.P./MGR.	60.0	55.0	115.0				
	SENIOR V.P.	59.4	16.1	75.5				
	CEO/PRESIDENT				$ 51.5	40.0	50.0	60.0
$ 246.6	WEIGHTED GROUP AVG:	$ 64.8	$ 34.7	$ 99.5	$ 51.5			
$199.9	REG. V.P./MGR.	$ 57.5	$ 52.5	$110.0				
AND BELOW	C.O.O.	44.5	6.7	51.2				
	GROUP EXEC.	41.0	12.8	53.8		$ 44.3	$ 54.3	$ 64.4
					$ 40.0			
	VICE PRESIDENT	37.5	6.8	44.3				
	CEO/PRESIDENT	36.5	8.6	45.1		33.0	41.3	49.6
	DIV. V.P./MGR.	33.8	5.1	38.9				
		28.8	13.2	42.0		29.6	34.9	40.1
$ 126.1	WEIGHTED GROUP AVG:	$ 39.2	$ 15.5	$ 54.7	$ 40.0			
NO SCOPE	CEO/PRESIDENT	$105.0	$ 19.7	$124.7		$ 82.7	$103.4	$124.2
REPORTED	CEO/PRESIDENT	62.5	7.9	70.4				
	GROUP EXEC.	60.0	5.0	65.0		49.9	62.4	74.9
		49.0	0.0	49.0				
	SENIOR V.P.				$ 47.4	38.4	49.7	61.1
	C.O.O.	39.2	6.3	45.5		34.2	38.5	42.8
	WEIGHTED GROUP AVG:	$ 71.9	$ 10.4	$ 82.3	$ 47.4			
$ 408.9	POSITION AVERAGE:	$ 62.0	$ 29.9	$ 91.9	$ 61.2			

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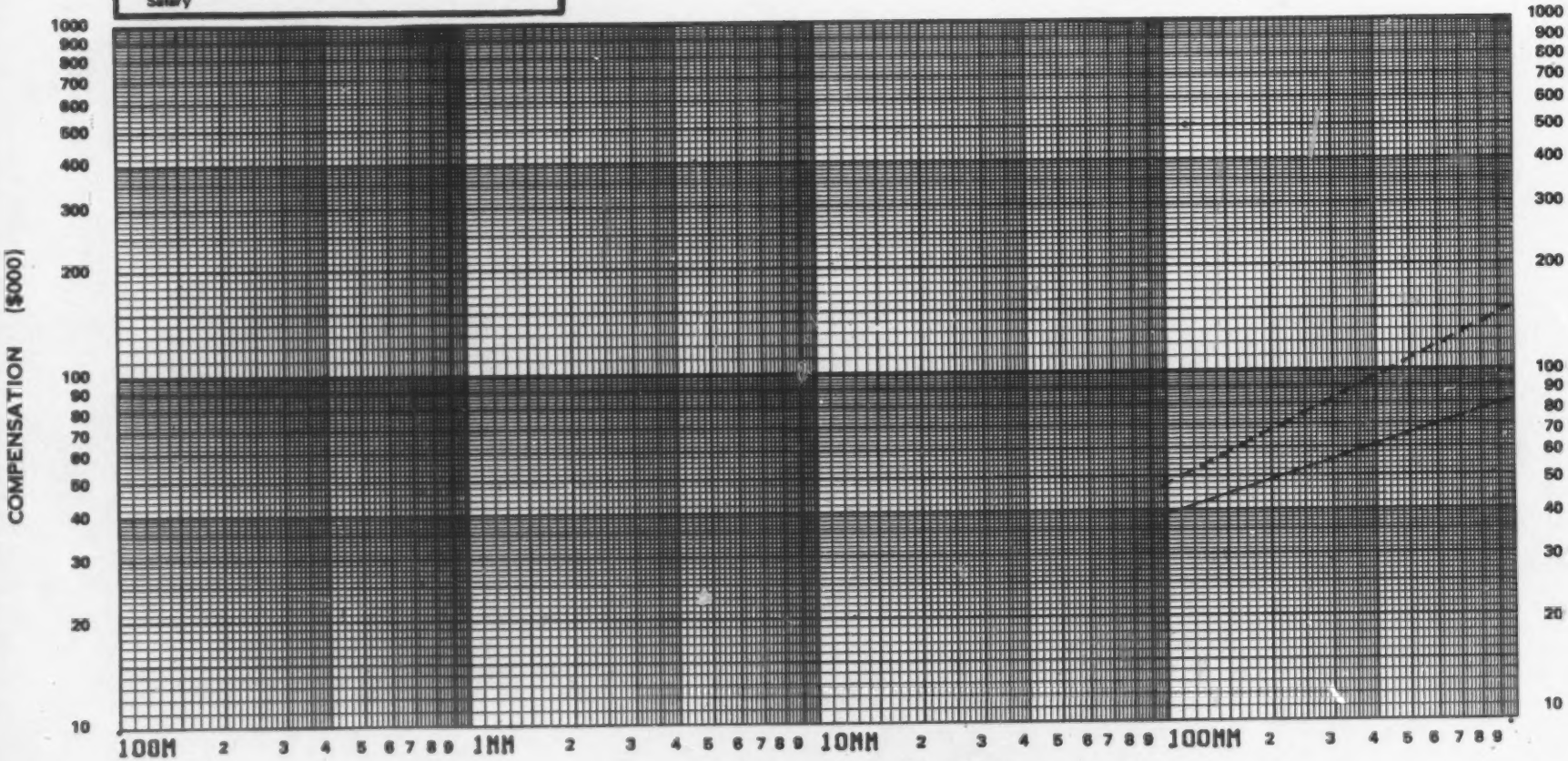
1980 MANAGEMENT COMPENSATION SURVEY

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Salary	———	0.34	1.37
Bonus T.C.	- - - - - -	0.55	1.37
Nonbonus Salary	-.-.-.		



ANN'L DIVISION SALES

SURVEY POSITION #37 - DIVISION GENERAL MANAGER

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 38 - DISTRICT MANAGER

NATIONAL SUMMARY

Responsible for the management and profitable operation of all stores in assigned district. Directs store managers to achieve maximum sales and profits from each store. Plans and directs store operating activities necessary to assure conformity with established sales and merchandising programs. Forecasts store sales, expenses, and operating profits. Keeps abreast of competitive activities in assigned geographic area.

SCOPE ANNUAL DISTRICT SALES ($MIL) RANGE	WEIGHTED GROUP AVERAGE	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMPENSATION	NONBONUS COMPANIES SALARY	NUMBER OF INCUMBENTS
$100.0 AND ABOVE	$128.8	$ 35.2	$ 7.9	$ 43.1	$ 37.0	65
99.9 TO 75.0	84.4	33.9	8.2	42.1	33.7	103
74.9 TO 50.0	66.4	33.1	6.0	39.1	28.8	315
49.9 TO 35.0	39.9	31.0	9.3	40.3	28.2	82
34.9 AND BELOW	27.2	27.8	5.6	33.4	25.0	43
NO SCOPE REPORTED		31.2	0.5	31.7		17
POSITION AVERAGE	$ 69.7	$ 32.8	$ 6.8	$ 39.6	$ 30.3	625

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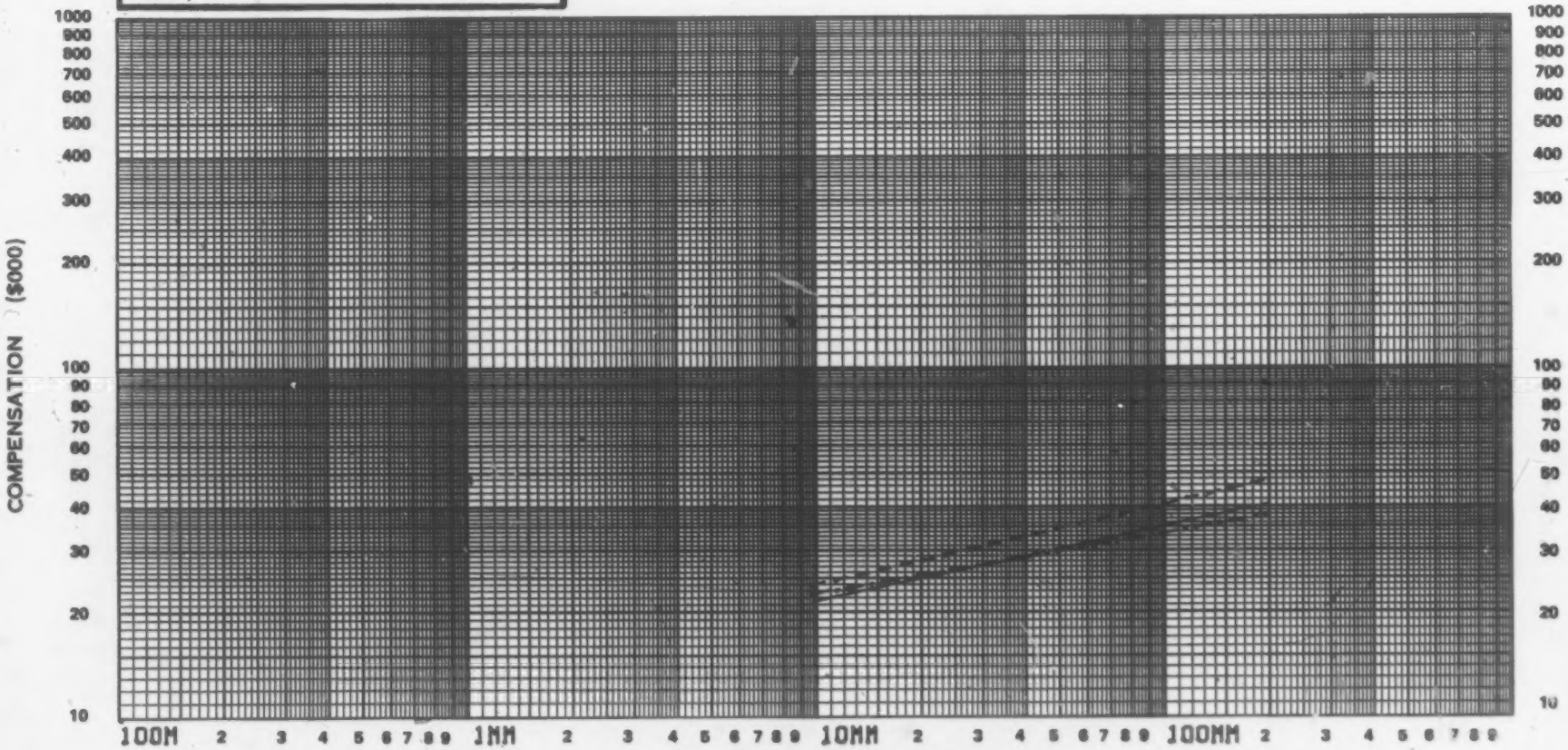
1980 MANAGEMENT COMPENSATION SURVEY

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Salary	———	0.50	1.09
Bonus T.C.	- - - - - -	0.42	1.12
Nonbonus Salary	-.-.-.	0.47	1.19



SURVEY POSITION #38 - DISTRICT MANAGER

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 39 - STORE MANAGER

NATIONAL SUMMARY

Responsible for managing the entire activity of an individual retail food store. Insures profitable operation of all departments in the store. Implements company merchandising and inventory programs. Schedules work loads, hires and trains store personnel, and resolves all store personnel problems.

SCOPE AVERAGE WEEKLY STORE SALES ($THOUS) RANGE	WEIGHTED GROUP AVERAGE	BONUS COMPANIES SALARY	BONUS	TOTAL COMPENSATION	NONBONUS COMPANIES SALARY	NUMBER OF INCUMBENTS
$300.0 AND ABOVE	$342.3	$ 30.0	$ 3.3	$ 33.3	$ 31.9	101
299.9 TO 200.0	241.9	29.7	4.5	34.2	30.6	593
199.9 TO 150.0	173.2	28.0	4.0	32.0	26.9	1,083
149.9 TO 100.0	124.0	27.7	4.1	31.8	24.6	2,320
99.9 TO 75.0	87.6	26.1	3.5	29.6	22.6	1,310
74.9 TO 50.0	61.2	24.4	2.3	26.7	21.7	1,089
49.9 AND BELOW	35.7	25.3	2.8	28.1	18.9	543
NO SCOPE REPORTED		22.7	3.2	25.9		216
POSITION AVERAGE	$121.3	$ 26.8	$ 3.6	$ 30.4	$ 24.4	7,255

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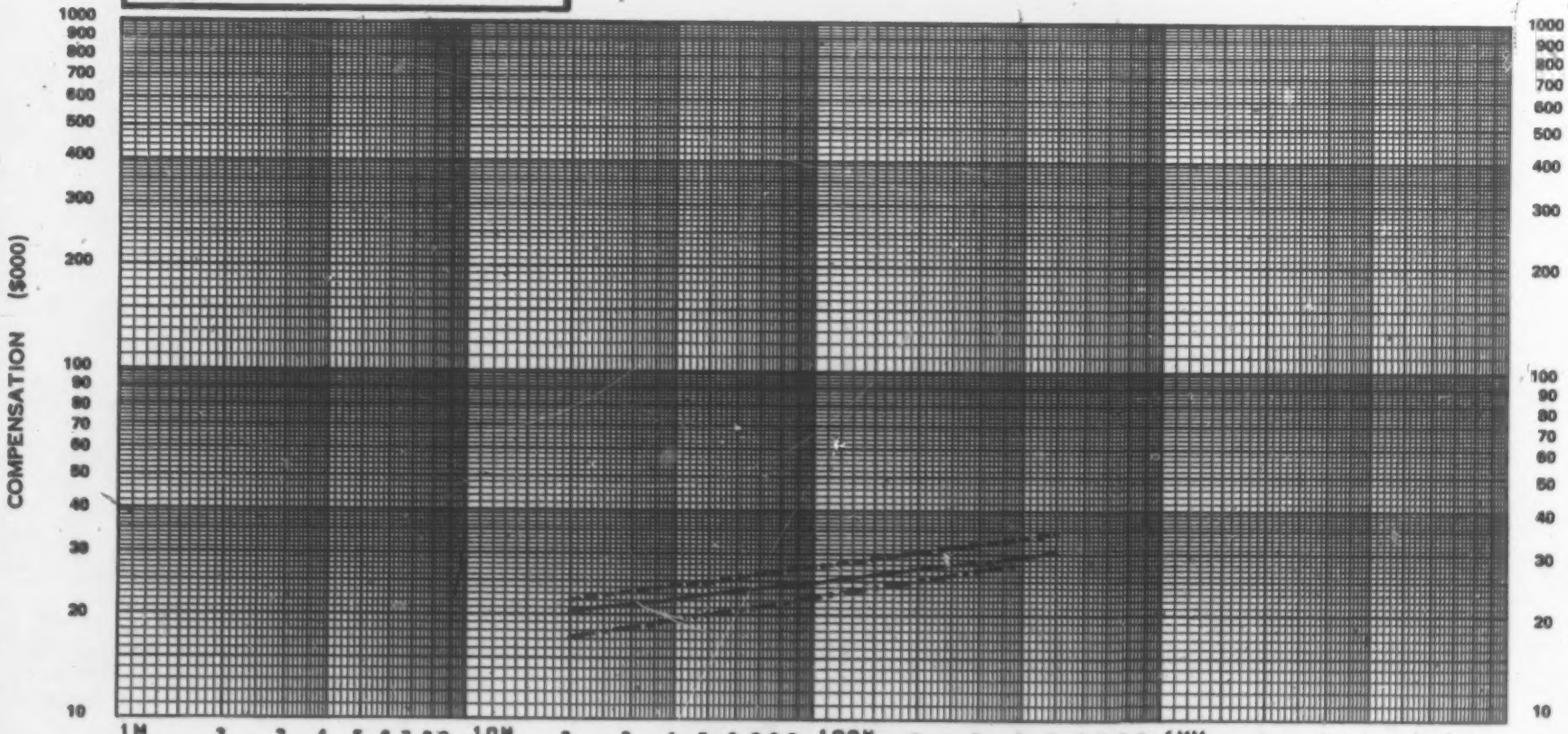
1980 MANAGEMENT COMPENSATION SURVEY

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Salary	———	0.24	1.14
Bonus T.C.	- - - - - -	0.20	1.18
Nonbonus Salary	-.-.-.	0.37	1.16



SURVEY POSITION #39 - STORE MANAGER

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 40 - MEAT DEPARTMENT MANAGER

NATIONAL SUMMARY

Directs and controls the operation of the store's meat department. Supervises department personnel. Participates in determining quality and quantities of merchandise. Orders merchandise and supplies. Receives and displays stock.

SCOPE AVERAGE WEEKLY MEAT SALES ($THOUS) RANGE	WEIGHTED GROUP AVERAGE	BONUS COMPANIES SALARY	BONUS	TOTAL COMPENSATION	NONBONUS COMPANIES SALARY	NUMBER OF INCUMBENTS
$ 50.0 AND ABOVE	$ 66.9	$ 22.3	$ 1.5	$ 23.8	$ 21.3	105
49.9 TO 35.0	42.3	22.7	1.8	24.5	21.6	317
34.9 TO 25.0	30.5	23.1	2.1	25.2	21.9	1,223
24.9 TO 15.0	19.8	21.4	1.3	22.7	22.1	1,875
14.9 AND BELOW	12.1	20.4	.8	21.2	19.8	605
NO SCOPE REPORTED					24.8	250
POSITION AVERAGE	$ 24.7	$ 22.1	$ 1.7	$ 23.8	$ 21.9	4,375

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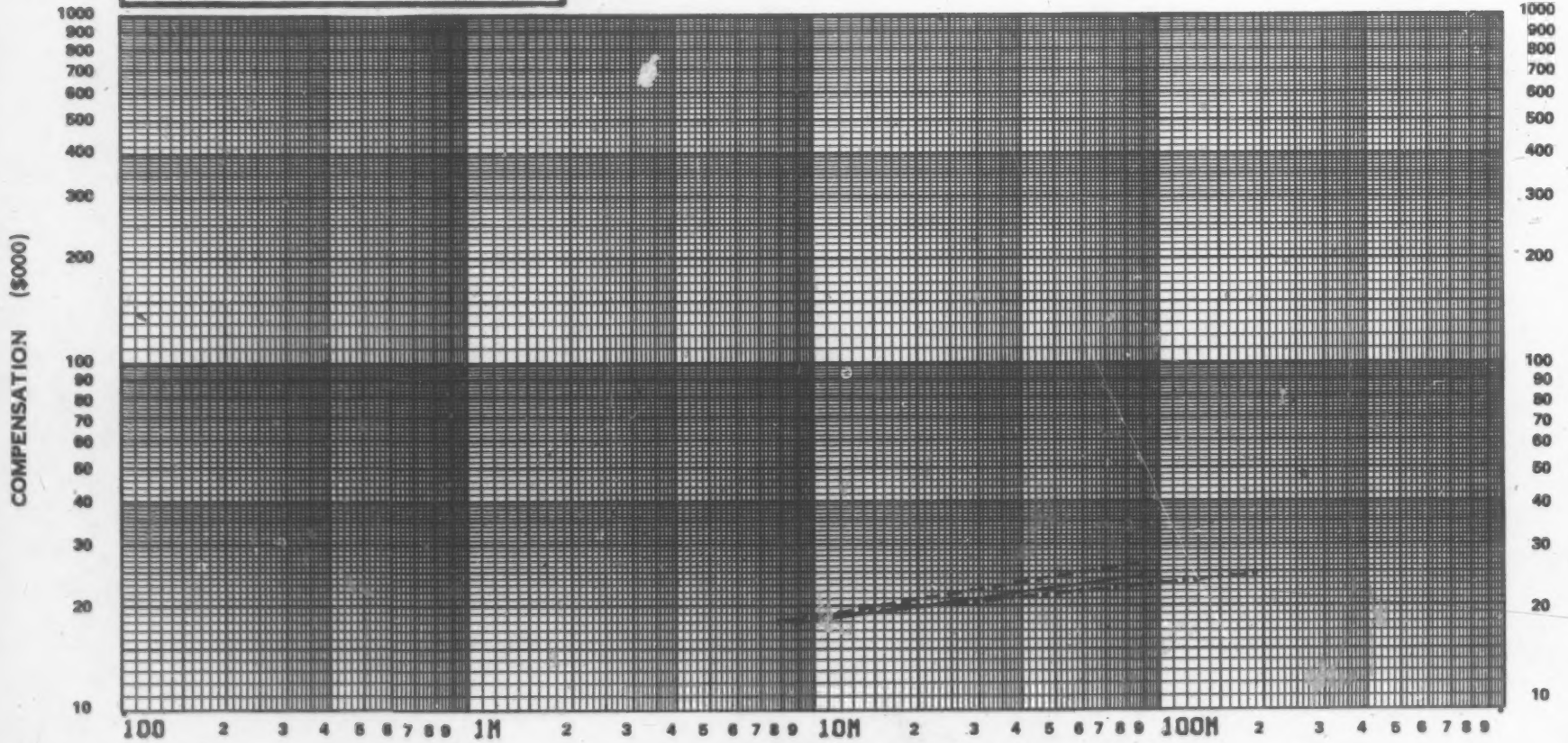
1980 MANAGEMENT COMPENSATION SURVEY

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Salary	———	0.29	1.11
Bonus T.C.	- - - - - -	0.29	1.19
Nonbonus Salary	-.-.-.	0.19	1.11



SURVEY POSITION #40 - MEAT DEPARTMENT MANAGER

REGIONAL ANALYSIS

PLEASE SEE PAGE 20 FOR A DEFINITION OF GEOGRAPHIC AREAS

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 23 - GROCERY MERCHANDISER

REGION A

Responsible for carrying out merchandising programs for grocery products among an assigned number of stores. Determines the type of grocery items, quality, grades and brands. Recommends retail prices on grocery items as appropriate. Coordinates the purchase of grocery products to ensure an appropriate assortment to achieve sales and profits objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SCOPE ANNUAL GROCERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$300.0 AND BELOW	ASST. V.P./DIR				$ 34.0	$ 27.8	$ 34.0	$ 40.3
	DIV. V.P./MGR.	$ 30.9	$ 3.9	$ 34.8				
	GROUP EXEC.	29.4	4.0	33.4		19.8	24.7	29.7
					25.2	20.0	25.0	30.0
		24.5	1.7	26.2		24.5	30.7	36.8
	VICE PRESIDENT	24.3	2.2	26.5		22.1	27.7	33.2
					22.4	21.3	24.1	26.8
	VICE PRESIDENT				22.0	17.7	21.6	25.5
$ 162.9	WEIGHTED GROUP AVG:	$ 27.8	$ 3.1	$ 30.9	$ 25.2			
NO SCOPE REPORTED	DIST. MANAGER	$ 26.0	$ 1.0	$ 27.0		$ 25.0	$ 27.5	$ 32.1
	MANAGER	24.0	0.0	24.0		17.7	23.0	28.3
	WEIGHTED GROUP AVG:	$ 25.3	$ 0.7	$ 26.0				
$ 162.9	POSITION AVERAGE:	$ 27.2	$ 2.5	$ 29.7	$ 25.2			

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 24 - MEAT MERCHANDISER

REGION A

Responsible for carrying out merchandising programs for meat products (including deli) among an assigned number of stores. Determines the type of meat items, quality, grades and brands. Recommends retail prices on meat items as appropriate. Coordinates the purchase of meat products to ensure an appropriate assortment to achieve sales and profits objectives. Develops meat case allocation and spacing programs, product promotions, and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$100. AND BELOW	DIV. V.P./MGR.	$ 33.8	$ 4.2	$ 38.0				
					$ 26.5	$ 21.3	$ 24.1	$ 26.8
	VICE PRESIDENT				25.7	20.4	25.0	29.6
	SENIOR V.P.				23.1	21.0	25.8	30.5
	ASST. V.P./DIR	21.1	2.2	23.3		20.2	25.3	30.4
$ 46.3	WEIGHTED GROUP AVG:	$ 26.2	$ 3.0	$ 29.2	$ 24.4			
NO SCOPE REPORTED	GROUP EXEC.	$ 28.3	$ 2.7	$ 31.0		$ 21.4	$ 25.4	$ 29.4
	DIST. MANAGER	28.1	0.5	28.6		25.0	27.5	32.1
	MANAGER	25.5	0.0	25.5		17.7	23.0	28.3
	WEIGHTED GROUP AVG:	$ 26.6	$ 0.5	$ 27.1				
$ 46.3	POSITION AVERAGE:	$ 26.5	$ 1.1	$ 27.6	$ 24.4			

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 25 - PRODUCE MERCHANDISER

REGION A

Responsible for carrying out merchandising programs for produce products among an assigned number of stores. Determines the type of produce items, quality, grades and brands. Recommends retail prices on produce items as appropriate. Coordinates the purchase of produce products to ensure an appropriate assortment to achieve sales and profit objectives. Develops refrigeration case allocation and spacing programs, product promotions and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SCOPE ANNUAL PRODUCE SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$35.0 AND BELOW	DIV. V.P./MGR.	$ 33.0	$ 4.7	$ 37.7				
	VICE PRESIDENT				$ 23.8	$ 17.7	$ 21.6	$ 25.5
	SENIOR V.P.				23.5	21.0	25.8	30.5
					22.4	21.3	24.1	26.8
					21.0			
	ASST. V.P./DIR	19.8	2.2	22.0		20.2	25.3	30.4
$ 17.3	WEIGHTED GROUP AVG:	$ 25.1	$ 3.2	$ 28.3	$ 23.1			
NO SCOPE REPORTED	MANAGER	$ 24.3	$ 0.0	$ 24.3		$ 17.7	$ 23.0	$ 28.3
	DIST. MANAGER	24.1	0.2	24.3		25.0	27.5	32.1
	GROUP EXEC.	23.7	2.7	26.4		21.4	25.4	29.4
	WEIGHTED GROUP AVG:	$ 24.2	$ 0.4	$ 24.6				
$ 17.3	POSITION AVERAGE:	$ 24.4	$ 1.1	$ 25.5	$ 23.1			

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 29 - GROCERY BUYER

REGION A

Responsible for procurement and buying activities of assigned grocery products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SCOPE ANNUAL GROCERY PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$125.0 AND BELOW	DIV. V.P./MGR.	$ 29.7	$ 6.0	$ 35.7				
					$ 29.6	$ 23.9	$ 26.8	$ 29.6
	SENIOR V.P.				25.3	23.0	28.2	33.4
	VICE PRESIDENT				25.2	20.1	24.6	29.2
	GROUP EXEC.				24.8			
	VICE PRESIDENT				24.7	17.7	21.6	25.5
	VICE PRESIDENT	23.3	3.2	26.5		16.5	19.5	22.5
	ASST. V.P./DIR	22.5	1.6	24.1		19.9	24.9	30.0
$ 55.0	WEIGHTED GROUP AVG:	$ 25.3	$ 3.7	$ 29.0	$ 25.3			
NO SCOPE REPORTED	SENIOR V.P.				$ 39.0	$ 32.3	$ 40.4	$ 48.5
	VICE PRESIDENT	$ 26.1	$ 0.0	$ 26.1		17.7	23.0	34.6
		24.4	1.3	25.7		20.7	25.8	31.0
	WEIGHTED GROUP AVG:	$ 25.2	$ 0.7	$ 25.9	$ 39.0			
$ 55.0	POSITION AVERAGE:	$ 25.3	$ 2.3	$ 27.6	$ 26.2			

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 30 - MEAT BUYER

REGION A

Responsible for the procurement and buying activities of assigned meat products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SCOPE ANNUAL MEAT PURCHASE ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$100. AND BELOW	GROUP EXEC.				$ 34.8			
	SENIOR V.P.				32.5	$ 24.7	$ 30.4	$ 36.4
	DIV. V.P./MGR.	$ 31.3	$ 2.8	$ 34.1				
	VICE PRESIDENT				26.0	23.0	28.2	33.4
	GROUP EXEC.	24.8	3.3	28.1		19.0	23.3	27.5
	ASST. V.P./DIR	24.5	1.6	26.1		21.8	27.2	32.6
					21.3	21.3	24.1	26.8
$ 35.5	WEIGHTED GROUP AVG:	$ 27.3	$ 2.4	$ 29.7	$ 28.7			
NO SCOPE REPORTED	SENIOR V.P.				$ 47.3	$ 32.3	$ 40.4	$ 48.5
	MANAGER	$ 36.0	$ 0.0	$ 36.0		25.5	34.1	42.6
		28.8	1.9	30.7		22.5	28.1	33.8
	VICE PRESIDENT				26.7	20.4	25.0	29.6
	WEIGHTED GROUP AVG:	$ 31.2	$ 1.3	$ 32.5	$ 37.0			
$ 35.5	POSITION AVERAGE:	$ 28.8	$ 1.9	$ 30.7	$ 31.4			

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 31 - PRODUCE BUYER

REGION A

Responsible for the procurement and buying activities of assigned produce products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SCOPE ANNUAL PRODUCE PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$30.0 AND BELOW	DIV. V.P./MGR.	$ 29.8	$ 3.0	$ 32.8				
	GROUP EXEC.				$ 29.3			
	VICE PRESIDENT				26.1	$ 20.1	$ 24.6	$ 29.2
	ASST. V.P./DIR	22.0	1.6	23.6		19.9	24.9	29.9
	VICE PRESIDENT				20.0	19.0	23.3	27.6
$ 18.7	WEIGHTED GROUP AVG:	$ 27.2	$ 2.5	$ 29.7	$ 26.2			
NO SCOPE REPORTED	SENIOR V.P.				$ 39.0	$ 32.3	$ 40.4	$ 48.5
	MANAGER	$ 30.4	$ 0.0	$ 30.4		21.1	27.9	34.6
	GROUP EXEC.				26.5	20.4	25.0	29.6
		21.8	1.1	22.9		19.0	24.8	31.0
	WEIGHTED GROUP AVG:	$ 24.7	$ 0.7	$ 25.4	$ 32.8			
$ 18.7	POSITION AVERAGE:	$ 25.9	$ 1.7	$ 27.6	$ 28.4			

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 32 - FROZEN FOODS BUYER

REGION A

Responsible for the procurement and buying activities of assigned frozen food products. Selects reliable sources of supply, places or supervises the placement of orders and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SCOPE ANNL FROZ FOOD PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$60.0 AND BELOW	DIV. V.P./MGR.	$ 31.5	$ 3.5	$ 35.0				
	ASST. V.P./DIR	23.1	2.3	25.4		$ 23.5	$ 29.4	$ 35.3
	ASST. V.P./DIR				$ 23.0	23.0	28.2	33.4
	VICE PRESIDENT				21.6	17.8	21.8	25.8
$ 28.3	WEIGHTED GROUP AVG:	$ 28.7	$ 3.1	$ 31.8	$ 22.3			
NO SCOPE REPORTED	VICE PRESIDENT	$ 27.2	$ 0.0	$ 27.2		$ 21.1	$ 27.9	$ 31.6
$ 28.3	POSITION AVERAGE:	$ 28.3	$ 2.4	$ 30.7	$ 22.3			

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 37 - DIVISION GENERAL MANAGER

REGION A

Responsible for the profitable operation of a division or geographic region of the corporation or operating company. Develop sales and profit objectives and forecasts; operating and capital expenditure budgets, and objectives for assigned stores and facilities. Oversees merchandising, store operations and staff activities. Reviews buying and merchandising programs to insure maximum profitability and continuity with the company's overall strategy. Reviews operating results of stores against sales and profit targets. Directs staff activities in support of division programs and financial objectives. Provides specific limitations of authority for all subordinates regarding contractural commitments, expenditures and personnel decisions. Continually reviews and reports to top management the division's performance with respect to market share, operating results, capital requirements, etc.

SCOPE ANN'L DIVISION SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$275.0 AND BELOW	CEO/PRESIDENT	$ 64.0	$ 21.0	$ 85.0		$ 52.5	$ 65.3	$ 78.0
	SENIOR V.P.	59.4	16.1	75.5				
	GROUP EXEC.	41.0	12.8	53.8		44.3	54.3	64.4
	DIV. V.P./MGR.	33.8	5.1	38.9				
$ 163.6	WEIGHTED GROUP AVG:	$ 46.4	$ 12.0	$ 58.4				
NO SCOPE REPORTED		$ 49.0	$ 0.0	$ 49.0				
	C.O.O.	39.2	6.3	45.5		$ 34.2	$ 38.5	$ 42.8
	WEIGHTED GROUP AVG:	$ 44.1	$ 3.2	$ 47.3				
$ 163.6	POSITION AVERAGE:	$ 45.4	$ 8.1	$ 53.5				

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 38 - DISTRICT MANAGER

REGION A

Responsible for the management and profitable operation of all stores in assigned district. Directs store managers to achieve maximum sales and profits from each store. Plans and directs store operating activities necessary to assure conformity with established sales and merchandising programs. Forecasts store sales, expenses, and operating profits. Keeps abreast of competitive activities in assigned geographic area.

SCOPE ANN'L DISTRICT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$50.0 AND ABOVE	VICE PRESIDENT				$ 42.1			
	VICE PRESIDENT				39.1			
	VICE PRESIDENT	$ 34.8	$ 7.0	$ 41.8		$ 28.1	$ 35.1	$ 42.1
	VICE PRESIDENT	29.5	3.5	33.0		23.5	31.0	38.5
	DIV. V.P./MGR.				29.2	23.6	30.0	36.3
	VICE PRESIDENT	28.6	3.7	32.3		24.7	30.9	37.1
	VICE PRESIDENT	28.1	5.4	33.5		27.7	34.2	40.7
	REG. V.P./MGR.				28.0	25.3	31.0	36.7
	VICE PRESIDENT	28.0	3.7	31.7		27.7	30.9	37.1
	VICE PRESIDENT				27.4	24.7	30.4	36.4
	DIV. V.P./MGR.				26.7	23.6	30.0	36.3
$ 71.4	WEIGHTED GROUP AVG:	$ 29.7	$ 4.3	$ 34.0	$ 30.1			
$49.9 AND BELOW	VICE PRESIDENT				$ 35.5			
		$ 30.8	$ 2.3	$ 33.1		$ 29.2	$ 38.1	$ 47.7
	DIV. V.P./MGR.				28.5	23.6	30.0	36.3
	REG. V.P./MGR.				26.6	25.3	31.0	36.7
	DIV. V.P./MGR.				26.4	23.6	30.0	36.3
	REG. V.P./MGR.				24.8	25.3	31.0	36.7
$ 34.2	WEIGHTED GROUP AVG:	$ 30.8	$ 2.3	$ 33.1	$ 26.6			

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 38 - DISTRICT MANAGER

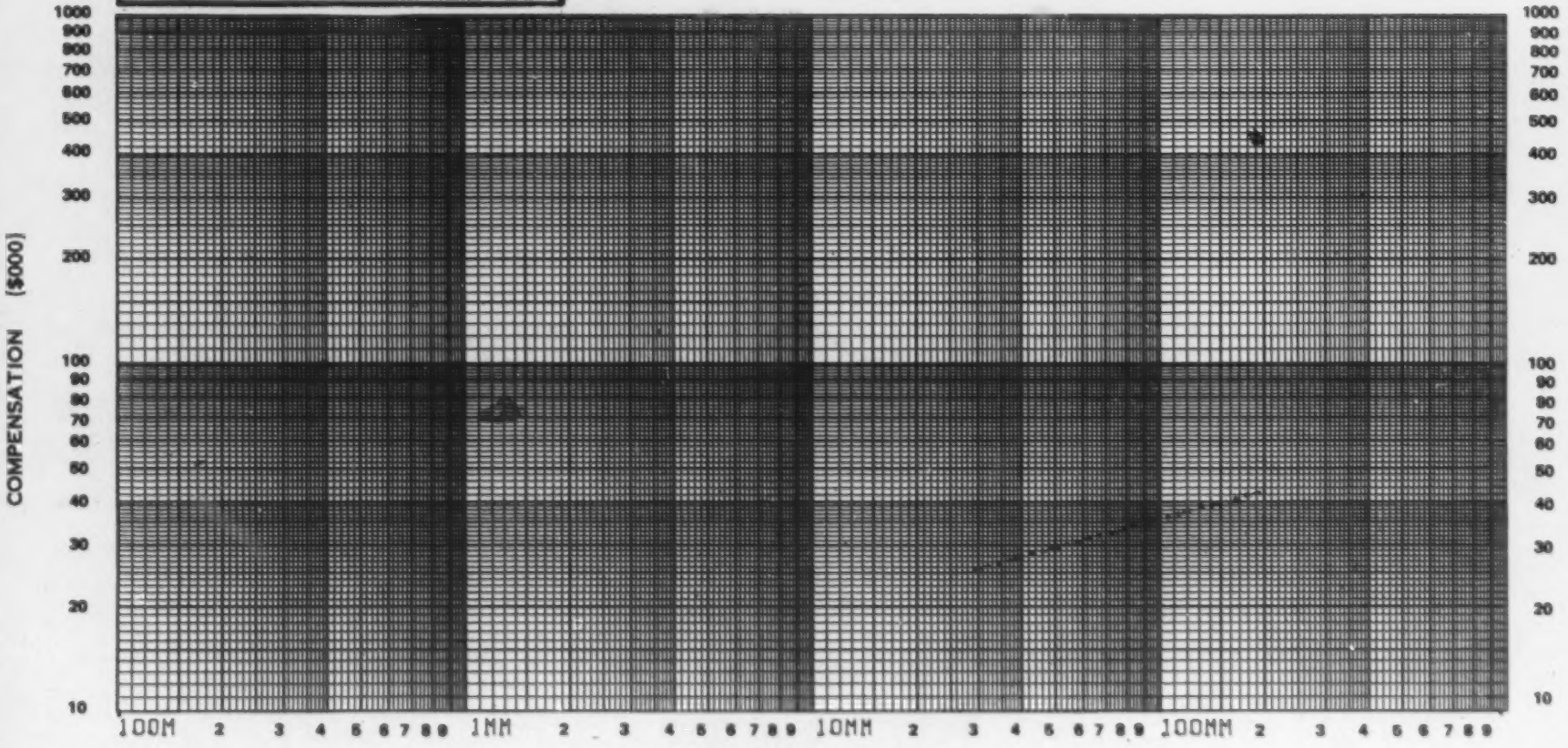
REGION A

SCOPE ANN'L DISTRICT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
NO SCOPE REPORTED	DIST. MANAGER	$ 32.3	$ 4.3	$ 36.6		$ 28.8	$ 32.3	$ 35.8
	VICE PRESIDENT	32.1	0.0	32.1		25.5	34.1	42.6
	VICE PRESIDENT	31.9	0.0	31.9		25.5	34.1	42.6
	VICE PRESIDENT	28.8	0.0	28.8		25.5	34.1	42.6
	WEIGHTED GROUP AVG:	$ 31.2	$ 0.5	$ 31.7				
$ 53.9	POSITION AVERAGE:	$ 30.6	$ 2.1	$ 32.7	$ 28.1			

FOOD MARKETING INSTITUTE

1980 MANAGEMENT COMPENSATION SURVEY

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Salary	———		
Bonus T.C.	- - - - - -		
Nonbonus Salary	-.-.-.	0.32	1.16



SURVEY POSITION #38 - DISTRICT MANAGER

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 39 - STORE MANAGER

REGION A

SCOPE AVG WKLY STORE SALES ($THOU)		BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$200.0 AND ABOVE		$ 32.5	$ 5.5	$ 38.0		$ 24.3	$ 30.4	$ 36.4	5.0		50.0	16.0	150	A
					$ 29.0					1.0	45.0		B	B
		27.4	4.6	32.0		22.0	28.5	35.0	5.0	2.0	45.0		C	C
					26.2				5.5	1.0	52.0		C	115
					26.2	24.7	27.3	29.9	5.5	3.0	47.0		115	115
					26.2				5.0	1.0	45.0		B	B
					26.1	24.7	27.3	29.9	5.5	3.0	48.0	13.0	100	100
		25.2	3.3	28.5		23.6		34.7	5.0	2.0	48.0		C	A
		25.2	3.3	28.5		23.6		34.7	5.0	2.0	48.0		C	A
		24.7	2.5	27.2		21.4	25.4	29.4	5.0	2.0	50.0	17.3	175	A
		24.2	0.6	24.8		21.8	23.4	25.0	5.0	1.0	48.0	24.0	E	E
		23.8	3.4	27.2		23.4	25.0	26.5	5.0	1.0	48.0	24.0	E	E
		23.7	2.4	26.1		21.4	25.4	29.4	5.0	2.0	50.0	17.3	175	A
		23.2	1.8	25.0		21.8	23.4	25.0	5.0	1.0	48.0	24.0	E	E
	WT'D													
$ 270.3	AVG:	$ 24.7	$ 2.8	$ 27.5	$ 27.0									

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 39 - STORE MANAGER

REGION A

SCOPE AVG WKLY STORE SALES ($THOU)		BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK # DYS.	SCHEDULE/PAY # NTS.	# HRS.	# SUN.	PRACTICES SUN. PAY	HOL. PAY
$199.9		$ 30.1	$ 5.0	$ 35.1		$ 21.1	$ 26.4	$ 31.6	5.0		50.0	16.0	150	A
TO		30.0	3.5	33.5					5.0	2.0	50.0		C	A
$150.0					$ 25.5	24.7	27.3	29.9	5.5	3.0	47.0		115	115
					25.5				5.0	1.0	45.0		B	B
					25.3				5.5	1.0	52.0		C	115
		25.2	3.5	28.7		21.0	26.8	32.5	5.0	2.0	45.0		C	C
		25.2	3.3	28.5		23.6		34.7	5.0	2.0	48.0		C	A
					24.7	23.4	25.8	28.1	5.5	1.0	46.0		C	C
		23.6	2.4	26.0		21.4	25.4	29.4	5.0	2.0	50.0	17.3	175	A
					22.9	24.7	27.3	29.9	5.5	3.0	48.0	13.0	100	100
		22.7	3.6	26.3		21.0	25.8	30.5	5.0	1.0	50.0	9.0	B	B
		22.1	1.5	23.6		20.5	22.8	25.0	5.0	1.0	48.0	24.0	E	E
		22.0	1.4	23.4		20.5	22.8	25.0	5.0	1.0	48.0	24.0	E	E
		21.4	3.5	24.9		21.0	25.8	30.5	5.0	1.0	50.0	9.0	B	B
	WT'D													
$ 174.7	AVG:	$ 23.8	$ 2.7	$ 26.5	$ 24.7									

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 39 - STORE MANAGER

REGION A

SCOPE AVG WKLY STORE SALES ($THOU)		BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$149.9		$ 29.1	$ 3.5	$ 32.6		$ 21.1	$ 26.4	$ 31.6	5.0		50.0	16.0	150	A
TO		28.2	2.4	30.6					5.0	2.0	50.0		C	A
$100.0		24.4	3.7	28.1		23.6		34.7	5.0	2.0	48.0		C	A
					$ 24.3	24.7	27.3	29.9	5.5	3.0	48.0	13.0	100	100
					24.3	24.7	27.3	29.9	5.5	3.0	47.0		115	115
					24.2				5.5	1.0	52.0		C	115
		23.7	3.0	26.7		21.0	26.8	32.5	5.0	2.0	45.0		C	C
					23.5				5.0	1.0	45.0		B	B
					22.1	21.3	24.1	26.8	5.5	1.0	46.0		C	C
		21.5	3.0	24.5		21.0	25.8	30.5	5.0	1.0	50.0	9.0	B	B
		21.3	3.6	24.9		21.0	25.8	30.5	5.0	1.0	50.0	9.0	B	B
		21.2	1.0	22.2		19.2	21.1	22.9	5.0	1.0	48.0	24.0	E	E
		20.5	1.1	21.6		19.2	21.1	22.9	5.0	1.0	48.0	24.0	E	E
	WT'D													
$ 120.9	AVG:	$ 22.9	$ 2.6	$ 25.5	$ 24.0									
$99.9		$ 28.1	$ 3.5	$ 31.6		$ 21.1	$ 26.4	$ 31.6	5.0		50.1	16.0	150	A
TO		26.5	1.9	28.4					5.0	2.0	50.0		C	A
$75.0					$ 25.9				5.0	1.0	45.0		B	B
		24.4	4.5	28.9					5.0	1.0	45.0		A	A
		23.7	2.5	26.2		19.0	23.3	27.5	5.0	2.0	45.0		C	C
					23.2				5.5	1.0	52.0		C	115
					23.1	22.1	24.7	27.3	5.5	3.0	47.0		115	115
					21.9	22.1	24.7	27.3	5.5	3.0	48.0	13.0	100	100
		20.9	1.9	22.8		19.0	23.3	27.6	5.0	1.0	50.0	9.0	B	B
		20.0	3.4	23.4		19.0	23.3	27.6	5.0	1.0	50.0	9.0	B	B
		19.7	0.7	20.4		18.5	20.2	21.8	5.0	1.0	48.0	24.0	E	E
		18.8	0.7	19.5		18.5	20.2	21.8	5.0	1.0	48.0	24.0	E	E
	WT'D													
$ 86.3	AVG:	$ 22.1	$ 2.3	$ 24.4	$ 23.2									

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 39 - STORE MANAGER

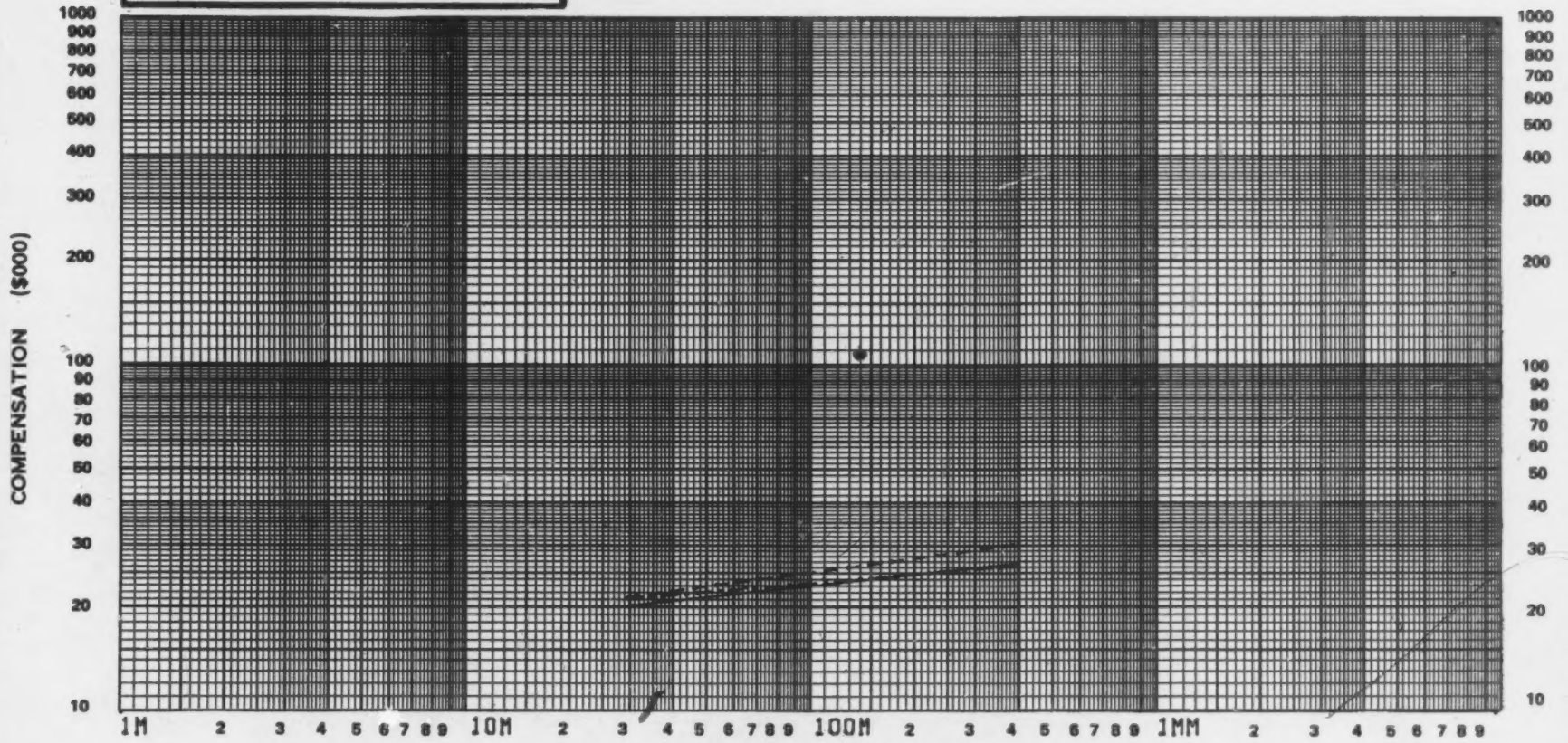
REGION A

SCOPE AVG WKLY STORE SALES ($THOU)		BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$74.9					$ 25.0				5.0	1.0	45.0		B	B
TO		$ 24.0	$ 1.2	$ 25.2					5.0	2.0	50.0		C	A
$50.0					22.3	$ 20.5	$ 22.6	$ 24.7	5.5	3.0	48.0	13.0	100	100
					22.3				5.5	1.0	52.0		C	115
		22.1	1.5	23.6		18.0	21.3	24.5	5.0	2.0	45.0		C	C
					21.5	20.5	22.6	24.7	5.5	3.0	47.0		115	115
		20.4	1.6	22.0		19.0	23.3	27.6	5.0	1.0	50.0	9.0	B	B
		18.5	1.8	20.3		17.3	21.2	25.1	5.0	1.0	50.0	9.0	B	B
	WT'D													
$ 61.7	AVG:	$ 20.6	$ 1.6	$ 22.2	$ 21.8									
$49.9		$ 22.5	$ 0.0	$ 22.5					5.0	2.0	50.0		C	A
AND BELOW		22.4	2.5	24.9		$ 16.5	$ 19.5	$ 22.5	5.0	2.0	45.0		C	C
					$ 22.3				5.5	1.0	52.0		C	115
					21.1	20.5	22.6	24.7	5.5	3.0	48.0	13.0	100	100
		20.4	1.1	21.5		19.0	23.3	27.6	5.0	1.0	50.0	9.0	B	B
					19.6	20.5	22.6	24.7	5.5	3.0	47.0		115	115
					19.6	20.5	22.6	24.7	5.5	3.0	47.0		115	115
		18.1	1.3	19.4		17.3	21.2	25.1	5.0	1.0	50.0	9.0	B	B
	WT'D													
$ 37.2	AVG:	$ 20.3	$ 1.4	$ 21.7	$ 19.7									
NO SCOPE		$ 28.3	$ 0.0	$ 28.3		$ 15.2	$ 24.9	$ 34.6	3.0	2.0	47.0		141	A
REPORTED		27.5	0.0	27.5		15.2	24.9	34.6	3.0	2.0	47.0		141	A
		25.1	0.0	25.1		15.2	24.9	34.6	3.0	2.0	47.0		141	A
		20.4	0.0	20.4		15.2	24.9	34.6	3.0	2.0	47.0		141	A
	WT'D													
	AVG:	$ 25.9	$ 0.0	$ 25.9										
POSITION														
$ 118.1	AVG:	$ 22.9	$ 2.2	$ 25.1	$ 22.9									

FOOD MARKETING INSTITUTE

1980 MANAGEMENT COMPENSATION SURVEY

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Salary	———	0.23	1.13
Bonus T.C.	------	0.26	1.15
Nonbonus Salary	-.-.-.	0.65	1.06



SURVEY POSITION #39 - STORE MANAGER

REGION A

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 40 - MEAT DEPARTMENT MANAGER

REGION A

SCOPE AVG WKLY MEAT SALES ($THOU)		BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$50.0					$ 23.3				5.0	2.0	40.0		C	F
AND ABOVE					22.4	$ 21.8	$ 22.5	$ 23.1	5.0	1.0	43.0		C	C
					21.5				5.0	1.0	43.0	20.0	F	F
		$ 20.6	$ 1.8	$ 22.4					5.5	1.0	43.0	.5	F	F
					19.7				5.0	1.0	42.5	26.0	G	E
		19.0	1.3	20.3		19.0	19.8	20.5	5.0	1.0	45.0	26.0	E	E
					19.0				5.0	2.0	40.0	4.0	F	F
		18.6	0.4	19.0		19.0	19.8	20.5	5.0	1.0	45.0	26.0	E	E
	WT'D													
$ 67.3	AVG:	$ 20.1	$ 1.6	$ 21.7	$ 21.0									
$49.9					$ 23.3				5.0	2.0	40.0		C	F
TO					21.1	$ 21.8	$ 22.1	$ 22.6	5.0	1.0	43.0		C	C
$35.0					20.8				5.0	1.0	41.8	17.0	F	F
					20.6				5.0	1.0	40.0		C	C
					20.1				5.0	1.0	42.5	26.0	G	E
		$ 20.0	$ 1.2	$ 21.2					5.5	1.0	43.0	.5	F	F
		19.7	1.0	20.7		18.7	19.4	20.0	5.0	1.0	45.0	26.0	E	E
					19.4				5.0	2.0	40.0	4.0	F	F
					19.0				5.0	2.0	40.0	4.0	F	F
	WT'D													
$ 41.4	AVG:	$ 19.9	$ 1.1	$ 21.0	$ 20.9									

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 40 - MEAT DEPARTMENT MANAGER

REGION A

SCOPE AVG WKLY MEAT SALES ($THOU)		BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$34.9					$ 23.3				5.0	2.0	40.0		C	F
TO					22.0				5.0		42.0		F	F
$25.0					21.3				5.0	1.0	45.0		A	A
					20.6				5.0	1.0	40.0		C	C
					19.9				5.0	1.0	41.8	19.5	F	F
		$ 19.8	$ 0.6	$ 20.4					5.5	1.0	43.0	.5	F	F
					19.8				5.0	1.0	42.5	26.0	G	E
		19.0	1.3	20.3		$ 18.8	$ 19.3	$ 19.8	5.0	1.0	45.0	26.0	E	E
					18.9				5.0	2.0	40.0	4.0	F	F
					18.9				5.0	2.0	40.0	4.0	F	F
		18.2	0.9	19.1		18.8	19.3	19.8	5.0	1.0	45.0	26.0	E	E
	WT'D													
$ 28.9	AVG:	$ 18.7	$ 0.9	$ 19.6	$ 20.0									
$24.9					$ 22.0				5.0		42.0		F	F
TO					20.6				5.0	1.0	40.0		C	C
$15.0					19.4				5.0	1.0	41.6	22.0	F	F
		$ 19.3	$ 0.5	$ 19.8					5.5	1.0	43.0	.5	F	F
					18.8				5.0	2.0	40.0	4.0	F	F
					18.8				5.0	2.0	40.0	4.0	F	F
		18.3	0.7	19.0		$ 17.9	$ 18.7	$ 19.5	5.0	1.0	45.0	26.0	E	E
		18.2	0.8	19.0		17.9	18.7	19.5	5.0	1.0	45.0	26.0	E	E
	WT'D													
$ 19.5	AVG:	$ 18.6	$ 0.6	$ 19.2	$ 19.8									

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 40 - MEAT DEPARTMENT MANAGER

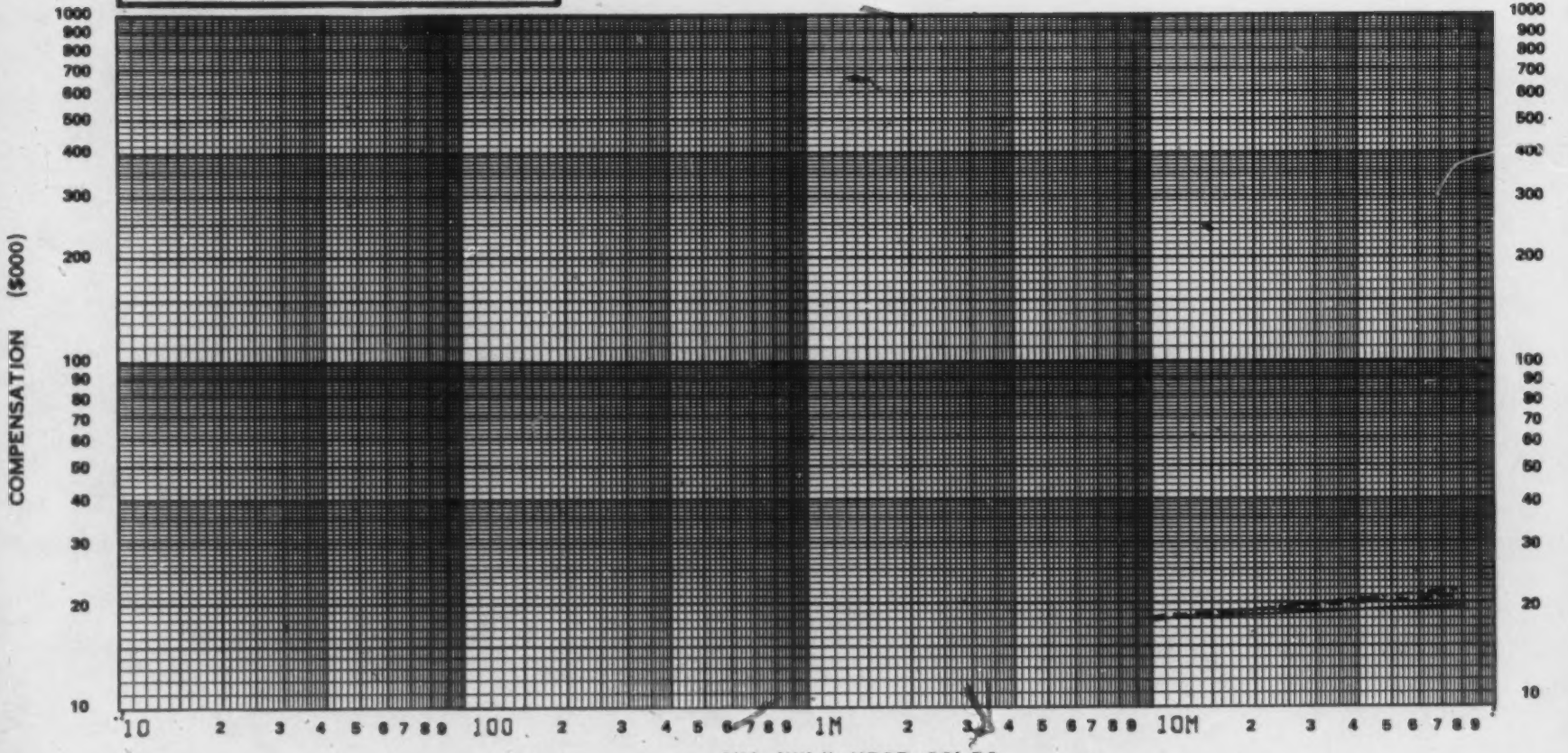
REGION A

SCOPE AVG WKLY MEAT SALES ($THOU)		BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$14.9					$ 22.0				5.0		42.0		F	F
AND BELOW					20.5				5.0	1.0	40.0		C	C
		$ 19.3	$ 0.4	$ 19.7					5.5	1.0	43.0	.5	F	F
					19.2				5.0	1.0	41.2	28.0	F	F
					18.9				5.0	2.0	40.0	4.0	F	F
					18.5				5.0	2.0	40.0	4.0	F	F
		18.1	0.4	18.5		$ 17.4	$ 18.2	$ 19.0	5.0	1.0	45.0	26.0	E	E
		17.8	0.8	18.6		17.4	18.2	19.0	5.0	1.0	45.0	26.0	E	E
	WT'D													
$ 12.1	AVG:	$ 18.1	$ 0.7	$ 18.8	$ 19.4									
NO SCOPE REPORTED					$ 22.8				4.0	1.0	40.0		F	F
	POSITION													
$ 29.7	AVG:	$ 18.9	$ 1.0	$ 19.9	$ 20.3									

FOOD MARKETING INSTITUTE

1980 MANAGEMENT COMPENSATION SURVEY

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Salary	———	0.32	1.04
Bonus T.C.	- - - - - -	0.47	1.04
Nonbonus Salary	-.-.-.	0.62	1.05



SURVEY POSITION #40 - MEAT DEPARTMENT MANAGER

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 23 - GROCERY MERCHANDISER

REGION B

Responsible for carrying out merchandising programs for grocery products among an assigned number of stores. Determines the type of grocery items, quality, grades and brands. Recommends retail prices on grocery items as appropriate. Coordinates the purchase of grocery products to ensure an appropriate assortment to achieve sales and profits objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SCOPE ANNUAL GROCERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$425.0 AND BELOW	DIV. V.P./MGR.	$ 60.3	$ 2.5	$ 62.8				
	C.O.O.	40.0	3.5	43.5				
	ASST. V.P./DIR	38.2	8.8	47.0		$ 33.9	$ 42.3	$ 50.7
		37.0	5.0	42.0				
	REG. V.P./MGR.	32.4	5.9	38.3				
	DIST. MANAGER	32.0	4.0	36.0				
	ASST. V.P./DIR	26.2	0.0	26.2		19.9	24.8	29.8
	VICE PRESIDENT				$ 24.7			
	ASST. V.P./DIR				22.0			
$ 201.6	WEIGHTED GROUP AVG:	$ 35.9	$ 5.7	$ 41.6	$ 23.4			
NO SCOPE REPORTED					$ 35.6			
	ASST. V.P./DIR	$ 33.1	$ 7.3	$ 40.4		$ 32.7	$ 39.7	$ 46.7
	WEIGHTED GROUP AVG:	$ 33.1	$ 7.3	$ 40.4	$ 35.6			
$ 201.6	POSITION AVERAGE:	$ 35.7	$ 5.9	$ 41.6	$ 32.5			

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 24 - MEAT MERCHANDISER

REGION B

Responsible for carrying out merchandising programs for meat products (including deli) among an assigned number of stores. Determines the type of meat items, quality, grades and brands. Recommends retail prices on meat items as appropriate. Coordinates the purchase of meat products to ensure an appropriate assortment to achieve sales and profits objectives. Develops meat case allocation and spacing programs, product promotions, and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$150.0 AND BELOW	CEO/PRESIDENT	$ 53.5	$ 5.0	$ 58.5				
	ASST. V.P./DIR	40.1	8.9	49.0		$ 33.9	$ 42.3	$ 50.7
	DIV. V.P./MGR.	40.1	5.3	45.4				
	REG. V.P./MGR.	31.7	6.2	37.9				
	DIST. MANAGER	30.8	3.0	33.8				
	VICE PRESIDENT	30.2	0.0	30.2				
$ 63.2	WEIGHTED GROUP AVG:	$ 35.2	$ 6.3	$ 41.5				
NO SCOPE REPORTED	ASST. V.P./DIR	$ 30.0	$ 5.7	$ 35.7	$ 35.4	$ 32.7	$ 39.7	$ 46.7
	WEIGHTED GROUP AVG:	$ 30.0	$ 5.7	$ 35.7	$ 35.4			
$ 63.2	POSITION AVERAGE:	$ 34.9	$ 6.3	$ 41.2	$ 35.4			

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 25 - PRODUCE MERCHANDISER

REGION B

Responsible for carrying out merchandising programs for produce products among an assigned number of stores. Determines the type of produce items, quality, grades and brands. Recommends retail prices on produce items as appropriate. Coordinates the purchase of produce products to ensure an appropriate assortment to achieve sales and profit objectives. Develops refrigeration case allocation and spacing programs, product promotions and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SCOPE ANNUAL PRODUCE SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$60.0 AND BELOW	ASST. V.P./DIR	$ 36.3	$ 9.0	$ 45.3		$ 33.9	$ 42.3	$ 50.7
	DIV. V.P./MGR.	33.8	2.7	36.5				
	DIST. MANAGER	29.5	0.0	29.5				
		28.1	2.1	30.2				
	REG. V.P./MGR.	26.8	2.0	28.8				
	DIV. V.P./MGR.				$ 22.6			
$ 24.7	WEIGHTED GROUP AVG:	$ 30.0	$ 3.7	$ 33.7	$ 22.6			
NO SCOPE REPORTED	ASST. V.P./DIR	$ 35.8	$ 7.9	$ 43.7		$ 32.7	$ 39.7	$ 46.7
	VICE PRESIDENT	28.6	2.0	30.6	$ 32.2			
	WEIGHTED GROUP AVG:	$ 32.2	$ 5.0	$ 37.2	$ 32.2			
$ 24.7	POSITION AVERAGE:	$ 30.2	$ 3.8	$ 34.0	$ 30.6			

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 28 - NONFOODS MERCHANDISER

REGION B

Responsible for developing and carrying out merchandising programs for nonfood products among an assigned number of stores. Determines the type of nonfood items, quality, grades and brands. Recommends retail prices on nonfood items as appropriate. Coordinates the purchase of nonfood products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SCOPE ANNUAL NONFOOD SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$40.0 AND BELOW	ASST. V.P./DIR	$ 30.5	$ 5.1	$ 35.6		$ 25.9	$ 32.5	$ 38.9
	C.O.O.				$ 29.9			
	DIV. V.P./MGR.				27.5			
	DIV. V.P./MGR.	27.0	1.0	28.0				
					23.4			
$ 22.3	WEIGHTED GROUP AVG:	$ 29.3	$ 3.8	$ 33.1	$ 26.9			
NO SCOPE REPORTED	ASST. V.P./DIR	$ 27.1	$ 5.7	$ 32.8		$ 26.6	$ 31.9	$ 37.2
	ASST. V.P./DIR	26.3	0.0	26.3		19.9	24.8	29.8
	VICE PRESIDENT	25.2	1.0	26.2				
	GROUP EXEC.				$ 18.0	17.7	20.8	23.9
	WEIGHTED GROUP AVG:	$ 26.2	$ 2.2	$ 28.4	$ 18.0			
$ 22.3	POSITION AVERAGE:	$ 27.8	$ 3.0	$ 30.8	$ 24.7			

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 29 - GROCERY BUYER

REGION B

Responsible for procurement and buying activities of assigned grocery products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SCOPE ANNUAL GROCERY PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$100.0 AND ABOVE	C.O.O.				$ 32.5			
	DIV. V.P./MGR.				28.5			
	MANAGER	$ 27.8	$ 4.7	$ 32.5		$ 22.6	$ 28.4	$ 34.0
	ASST. V.P./DIR	26.9	0.0	26.9		22.3	27.9	33.5
$ 248.4	WEIGHTED GROUP AVG:	$ 27.1	$ 1.2	$ 28.3	$ 29.8			
$99.9 AND BELOW	MANAGER	$ 30.3	$ 0.0	$ 30.3				
	MANAGER	29.1	4.0	33.1				
	REG. V.P./MGR.	26.8	0.0	26.8				
	MANAGER				$ 25.1	$ 14.9	$ 26.1	$ 37.4
	ASST. V.P./DIR	21.0	3.6	24.6				
	ASST. V.P./DIR				20.8			
$ 55.8	WEIGHTED GROUP AVG:	$ 25.3	$ 2.2	$ 27.5	$ 23.2			

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 29 - GROCERY BUYER

REGION B

SCOPE ANNUAL GROCERY PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
NO SCOPE REPORTED					$ 35.0			
					23.8	$ 18.5	$ 23.0	$ 27.5
		$ 22.3	$ 0.0	$ 22.3		17.0	21.2	25.4
	GROUP EXEC.				22.2			
	ASST. V.P./DIR	20.0	4.5	24.5		18.4	21.6	24.7
	WEIGHTED GROUP AVG:	$ 20.9	$ 2.8	$ 23.7	$ 29.2			
$ 126.4	POSITION AVERAGE:	$ 24.5	$ 2.1	$ 26.6	$ 26.8			

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 30 - MEAT BUYER

REGION B

Responsible for the procurement and buying activities of assigned meat products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SCOPE ANNUAL MEAT PURCHASE ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$75.0 AND ABOVE	SENIOR V.P.	$ 43.0	$ 3.5	$ 46.5				
	DIV. V.P./MGR.				$ 33.0			
	VICE PRESIDENT	29.4	0.0	29.4		$ 22.3	$ 27.9	$ 33.5
	MANAGER	27.8	5.8	33.6		22.6	28.4	34.0
$ 101.2	WEIGHTED GROUP AVG:	$ 31.5	$ 3.0	$ 34.5	$ 33.0			
$74.9 AND BELOW	MANAGER	$ 30.0	$ 0.0	$ 30.0				
	REG. V.P./MGR.	27.2	2.0	29.2				
					$ 26.0			
	VICE PRESIDENT				25.5	$ 17.1	$ 22.6	$ 28.1
	VICE PRESIDENT				23.5			
	ASST. V.P./DIR	22.1	3.6	25.7				
$ 37.0	WEIGHTED GROUP AVG:	$ 26.4	$ 1.9	$ 28.3	$ 25.0			
NO SCOPE REPORTED					$ 31.0	$ 22.0	$ 28.1	$ 34.1
					30.3			
		$ 23.2	$ 0.0	$ 23.2		17.0	21.2	25.4
	ASST. V.P./DIR	19.5	4.0	23.5		22.0	26.0	30.1
	WEIGHTED GROUP AVG:	$ 21.4	$ 2.0	$ 23.4	$ 30.5			
$ 69.1	POSITION AVERAGE:	$ 27.9	$ 2.5	$ 30.4	$ 28.7			

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 31 - PRODUCE BUYER

REGION B

Responsible for the procurement and buying activities of assigned produce products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SCOPE ANNUAL PRODUCE PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$50.0 AND BELOW	VICE PRESIDENT	$ 35.1	$ 3.0	$ 38.1				
	MANAGER	33.0	0.0	33.0				
	MANAGER	25.2	3.8	29.0		$ 22.6	$ 28.4	$ 34.0
	REG. V.P./MGR.	25.0	1.0	26.0				
	VICE PRESIDENT				$ 24.7			
	ASST. V.P./DIR	22.6	3.6	26.2				
$ 31.5	WEIGHTED GROUP AVG:	$ 26.9	$ 2.9	$ 29.8	$ 24.7			
NO SCOPE REPORTED	EXEC. V.P.	$ 35.5	$ 0.0	$ 35.5		$ 22.3	$ 27.9	$ 33.5
		28.0	0.0	28.0		17.0	21.2	25.4
					$ 26.3			
	ASST. V.P./DIR	19.1	4.0	23.1		18.4	21.6	24.7
	WEIGHTED GROUP AVG:	$ 29.5	$ 1.0	$ 30.5	$ 26.3			
$ 31.5	POSITION AVERAGE:	$ 27.7	$ 2.3	$ 30.0	$ 25.8			

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 34 - NONFOODS BUYER

REGION B

Responsible for procurement and buying activities of assigned general merchandise and HBA items. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SCOPE ANNUAL NONFOOD PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$30.0 AND BELOW	MANAGER	$ 33.0	$ 0.0	$ 33.0				
	REG. V.P./MGR.	32.5	1.8	34.3				
	MANAGER	31.7	3.8	35.5				
	DIV. V.P./MGR.				$ 28.4			
	GROUP EXEC.				24.7			
	MANAGER				21.0	$ 19.7	$ 26.1	$ 32.5
	DIV. V.P./MGR.	20.3	0.0	20.3				
$ 13.4	WEIGHTED GROUP AVG:	$ 30.2	$ 2.2	$ 32.3	$ 24.7			
NO SCOPE REPORTED	ASST. V.P./DIR	$ 31.9	$ 0.0	$ 31.9		$ 22.3	$ 27.9	$ 33.5
		21.7	0.0	21.7		17.0	21.2	25.4
					$ 20.8	18.5	23.0	27.5
	MANAGER				20.5	16.6	22.4	28.2
	ASST. V.P./DIR	18.0	4.0	22.0		18.4	21.6	24.7
	WEIGHTED GROUP AVG:	$ 21.5	$ 2.4	$ 23.9	$ 20.7			
$ 13.4	POSITION AVERAGE:	$ 26.2	$ 2.3	$ 28.5	$ 21.9			

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 37 - DIVISION GENERAL MANAGER
REGION B

Responsible for the profitable operation of a division or geographic region of the corporation or operating company. Develop sales and profit objectives and forecasts; operating and capital expenditure budgets, and objectives for assigned stores and facilities. Oversees merchandising, store operations and staff activities. Reviews buying and merchandising programs to insure maximum profitability and continuity with the company's overall strategy. Reviews operating results of stores against sales and profit targets. Directs staff activities in support of division programs and financial objectives. Provides specific limitations of authority for all subordinates regarding contractural commitments, expenditures and personnel decisions. Continually reviews and reports to top management the division's performance with respect to market share, operating results, capital requirements, etc.

SCOPE ANN'L DIVISION SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$ 1600.0	CEO/PRESIDENT				$165.0			
AND BELOW	CEO/PRESIDENT	$ 82.5	$ 30.0	$112.5				
	CEO/PRESIDENT	80.0	0.0	80.0				
	SENIOR V.P.	44.7	4.3	49.0				
	VICE PRESIDENT	37.5	6.8	44.3				
$ 464.9	WEIGHTED GROUP AVG:	$ 61.6	$ 7.5	$ 69.1	$165.0			
$ 464.9	POSITION AVERAGE:	$ 61.6	$ 7.5	$ 69.1	$165.0			

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 38 - DISTRICT MANAGER

REGION B

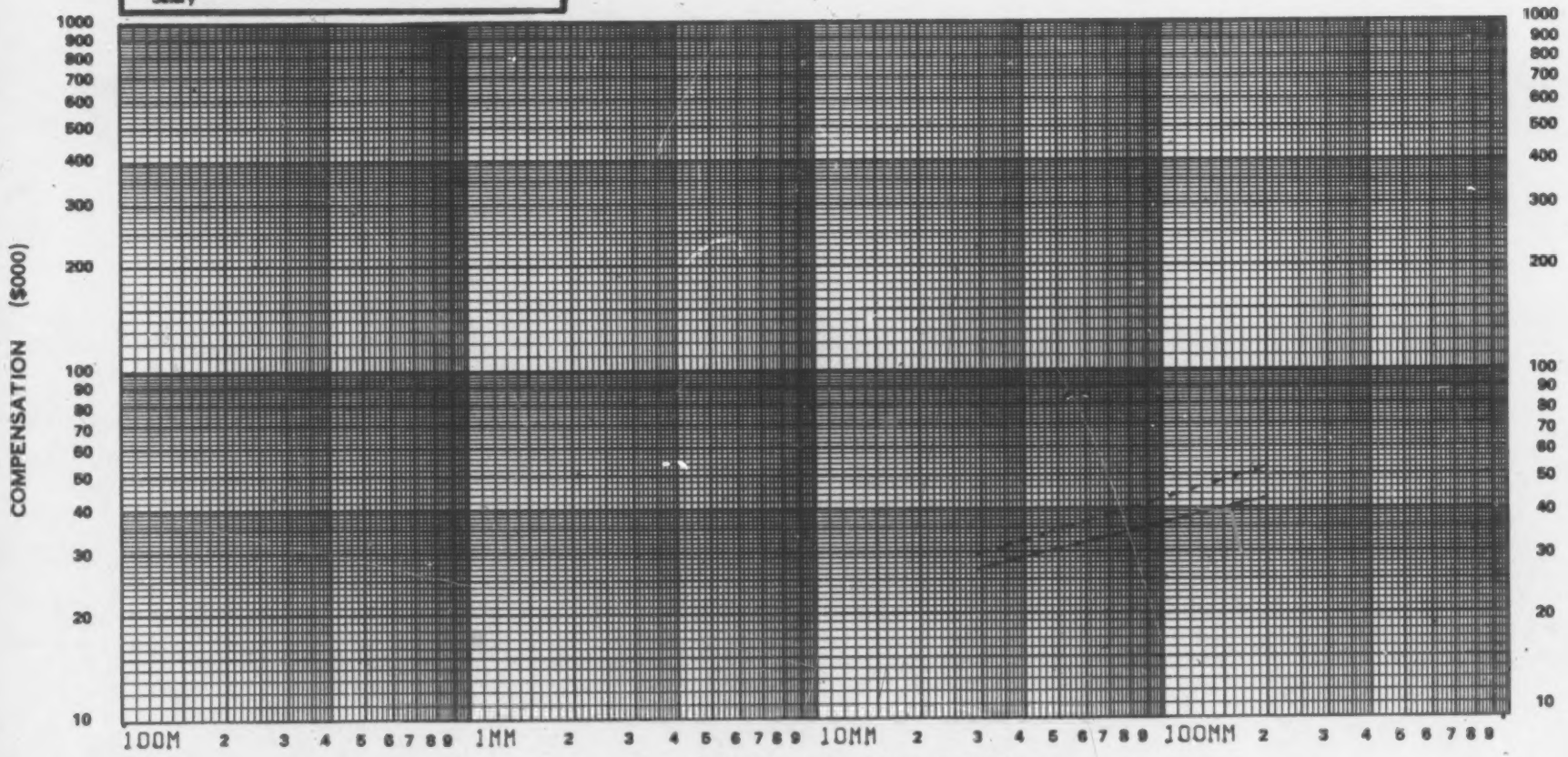
Responsible for the management and profitable operation of all stores in assigned district. Directs store managers to achieve maximum sales and profits from each store. Plans and directs store operating activities necessary to assure conformity with established sales and merchandising programs. Forecasts store sales, expenses, and operating profits. Keeps abreast of competitive activities in assigned geographic area.

SCOPE ANN'L DISTRICT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$75.0 AND ABOVE	DIV. V.P./MGR.	$ 41.2	$ 3.9	$ 45.1				
	DIV. V.P./MGR.	40.8	2.9	43.7				
	C.O.O.	39.0	3.0	42.0				
	C.O.O.	38.7	3.2	41.9				
	VICE PRESIDENT	38.5	6.6	45.1				
	VICE PRESIDENT	37.5	6.8	44.3				
		33.2	0.0	33.2		$ 22.1	$ 27.6	$ 33.1
					$ 31.5	23.6	30.0	36.3
					30.0	23.6	30.0	36.3
	VICE PRESIDENT	26.0	38.0	64.0				
$ 102.8	WEIGHTED GROUP AVG:	$ 36.1	$ 10.4	$ 46.5	$ 30.6			
$74.9 AND BELOW	C.O.O.	$ 38.4	$ 3.1	$ 41.5				
	ASST. V.P./DIR	37.0	9.9	46.9		$ 31.4	$ 39.2	$ 47.1
	DIV. V.P./MGR.	30.5	1.5	32.0		25.8	32.3	38.8
	VICE PRESIDENT	30.4	2.5	32.9				
	GROUP EXEC.				$ 29.5			
	ASST. V.P./DIR	28.6	0.0	28.6		27.9	34.9	41.9
	GROUP EXEC.				28.1			
	VICE PRESIDENT	25.0	5.0	30.0		24.2	28.8	33.4
$ 64.2	WEIGHTED GROUP AVG:	$ 32.4	$ 5.9	$ 38.3	$ 28.8			
$ 78.5	POSITION AVERAGE:	$ 33.6	$ 7.5	$ 41.1	$ 29.8			

FOOD MARKETING INSTITUTE

1980 MANAGEMENT COMPENSATION SURVEY

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Salary	———	0.28	1.16
Bonus T.C.	- - - - - -	0.25	1.22
Nonbonus Salary	-.-.-.		



SURVEY POSITION #38 - DISTRICT MANAGER

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 39 - STORE MANAGER

REGION B

SCOPE AVG WKLY STORE SALES ($THOU)		BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$300.0		$ 36.1	$ 7.5	$ 43.6					5.0	1.0	47.5		135	A
AND ABOVE		33.9	1.8	35.7					5.0	1.0	50.0	12.0	125	125
		32.7	2.9	35.6		$ 28.4	$ 34.0	$ 39.7		2.0	50.0	13.0	A	A
		28.4	1.6	30.0					5.0	2.0	50.0		C	C
		28.2	0.0	28.2		22.5	29.5	36.4	5.0	2.0	50.0	26.0	150	150
		27.6	5.4	33.0					5.0	2.0	53.0	15.0	195	195
					$ 27.2	28.8	29.3	29.9	5.5	2.0	48.0			
	WT'D													
$ 338.1	AVG:	$ 31.4	$ 3.5	$ 34.9	$ 27.2									
$299.9		$ 33.4	$ 1.1	$ 34.5					5.0	1.0	50.0	12.0	125	125
TO		33.2	6.0	39.2					5.0	1.0	47.5		135	A
$200.0		30.6	1.4	32.0					5.0	2.0	50.0		C	C
		29.7	2.9	32.6		$ 28.4	$ 34.0	$ 39.7	5.5	2.0	50.0	13.0	A	A
		28.5	4.0	32.5					5.0	2.0	55.0	20.0	160	160
		27.3	0.0	27.3		22.5	29.5	36.4	5.0	2.0	50.0	26.0	150	150
					$ 27.1	27.8	28.3	28.9	5.5	2.0	48.0			
		27.0	5.4	32.4					5.0	2.0	53.0	15.0	195	195
		26.0	0.0	26.0		22.3	27.9	33.5	6.0		48.0		B	C
		26.0	4.0	30.0					5.0	2.0	52.0	2.0		
		22.6	7.1	29.7					5.0	1.0	50.0	.4	75	75
		22.1	2.4	24.5										
	WT'D													
$ 236.8	AVG:	$ 30.2	$ 3.2	$ 33.4	$ 27.1									

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 39 - STORE MANAGER

REGION B

SCOPE AVG WKLY STORE SALES ($THOU)		BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$199.9		$ 32.6	$ 1.0	$ 33.6					5.0	1.0	50.0	12.0	125	125
TO		30.8	4.9	35.7					5.0	1.0	47.5		135	A
$150.0		29.1	2.5	31.6					5.5	1.0	55.0	12.0	A	A
		27.6	3.0	30.6		$ 26.1	$ 30.8	$ 35.7	5.5	2.0	50.0	13.0	A	A
		27.5	4.0	31.5					5.0	2.0	55.0	20.0	160	160
		26.5	0.0	26.5		22.5	29.5	36.4	5.0	2.0	50.0	26.0	150	150
		26.5	5.4	31.9					5.0	2.0	53.0	15.0	195	195
					$ 26.1	26.7	27.3	27.9	5.5	2.0	48.0			
		26.0	1.5	27.5					5.0	2.0	45.0		C	C
		25.6	4.0	29.6					5.0	2.0	52.0	2.0		
		25.5	0.0	25.5		22.3	27.9	33.5	6.0		48.0		B	C
					24.7				4.5	.5	46.0		C	E
					23.7				5.0	2.0	45.0	18.0	130	130
					23.4				5.5		50.0	17.0	A	A
		22.4	5.1	27.5					5.0	1.0	50.0	.4	75	75
	WT'D													
$ 174.7	AVG:	$ 28.6	$ 3.6	$ 32.2	$ 25.4									

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 39 - STORE MANAGER

REGION B

SCOPE AVG WKLY STORE SALES ($THOU)		BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$149.9		$ 32.5	$ 0.4	$ 32.9					5.0	1.0	50.0	12.0	125	125
TO		28.6	3.8	32.4					5.0	1.0	47.5		135	A
$100.0		26.9	4.0	30.9					5.0	2.0	55.0	20.0	160	160
		26.9	2.5	29.4					5.5	1.0	55.0	12.0	A	A
		26.1	2.5	28.6		$ 23.8	$ 27.9	$ 32.1	5.5	2.0	50.0	13.0	A	A
					$ 26.0				5.5		50.0	17.0	A	A
		26.0	5.4	31.4					5.0	2.0	53.0	15.0	195	195
		25.7	0.0	25.7		22.5	29.5	36.4	5.0	2.0	50.0	26.0	150	150
					25.5	25.7	26.3	26.9	5.5	2.0	48.0			
		25.2	3.2	28.4					5.0	2.0	52.0	2.0		
		24.6	0.0	24.6		22.3	27.9	33.5	6.0		48.0		B	C
					23.8				4.5	.5	46.0		C	E
					22.2				5.0	2.0	45.0	18.0	130	130
		21.4	4.0	25.4					5.0	1.0	50.0	.4	75	75
		18.6	0.6	19.2										
	WT'D AVG:	$ 26.4	$ 3.3	$ 29.7	$ 23.8									
$ 126.1														

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 39 - STORE MANAGER

REGION B

SCOPE AVG WKLY STORE SALES ($THOU)		BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$99.9		$ 32.0	$ 0.0	$ 32.0					5.0	1.0	50.0	12.0	125	125
TO		27.2	2.7	29.9					5.0	1.0	47.5		135	A
$75.0		26.3	4.0	30.3					5.0	2.0	55.0	20.0	160	160
		25.5	5.4	30.9					5.0	2.0	53.0	15.0	195	195
					$ 24.7	$ 24.7	$ 25.3	$ 25.7	5.5	2.0	48.0			
		24.5	1.0	25.5		23.8	27.9	32.1	5.5	2.0	50.0	13.0	A	A
		24.4	2.3	26.7					5.5	1.0	55.0	12.0	A	A
		24.2	3.8	28.0					5.0	2.0	52.0	2.0		
					21.6				4.5	.5	46.0		C	E
					21.3				5.0	2.0	45.0	18.0	130	130
					20.8				5.5		50.0	17.0	A	A
		20.5	2.9	23.4					5.0	1.0	50.0	.4	75	75
		16.4	1.5	17.9										
	WT'D													
$ 88.6	AVG:	$ 24.5	$ 2.7	$ 27.2	$ 22.7									
$74.9		$ 26.3	$ 4.0	$ 30.3					5.0	2.0	55.0	20.0	160	160
TO		25.0	0.0	25.0		$ 22.3	$ 27.9	$ 33.5	6.0		48.0		B	C
$50.0		24.6	2.6	27.2		22.7	26.4	30.2	5.5	2.0	50.0	13.0	A	A
		24.0	3.6	27.6					5.0	2.0	52.0	2.0		
		23.4	2.3	25.7					5.5	1.0	55.0	12.0	A	A
					$ 21.3				4.5	.5	46.0		C	E
					21.0				5.0	2.0	45.0	18.0	130	130
		20.2	1.8	22.0					5.0	1.0	50.0	.4	75	75
		14.5	1.1	15.6										
	WT'D													
$ 64.3	AVG:	$ 23.3	$ 2.7	$ 26.0	$ 21.0									

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 39 - STORE MANAGER

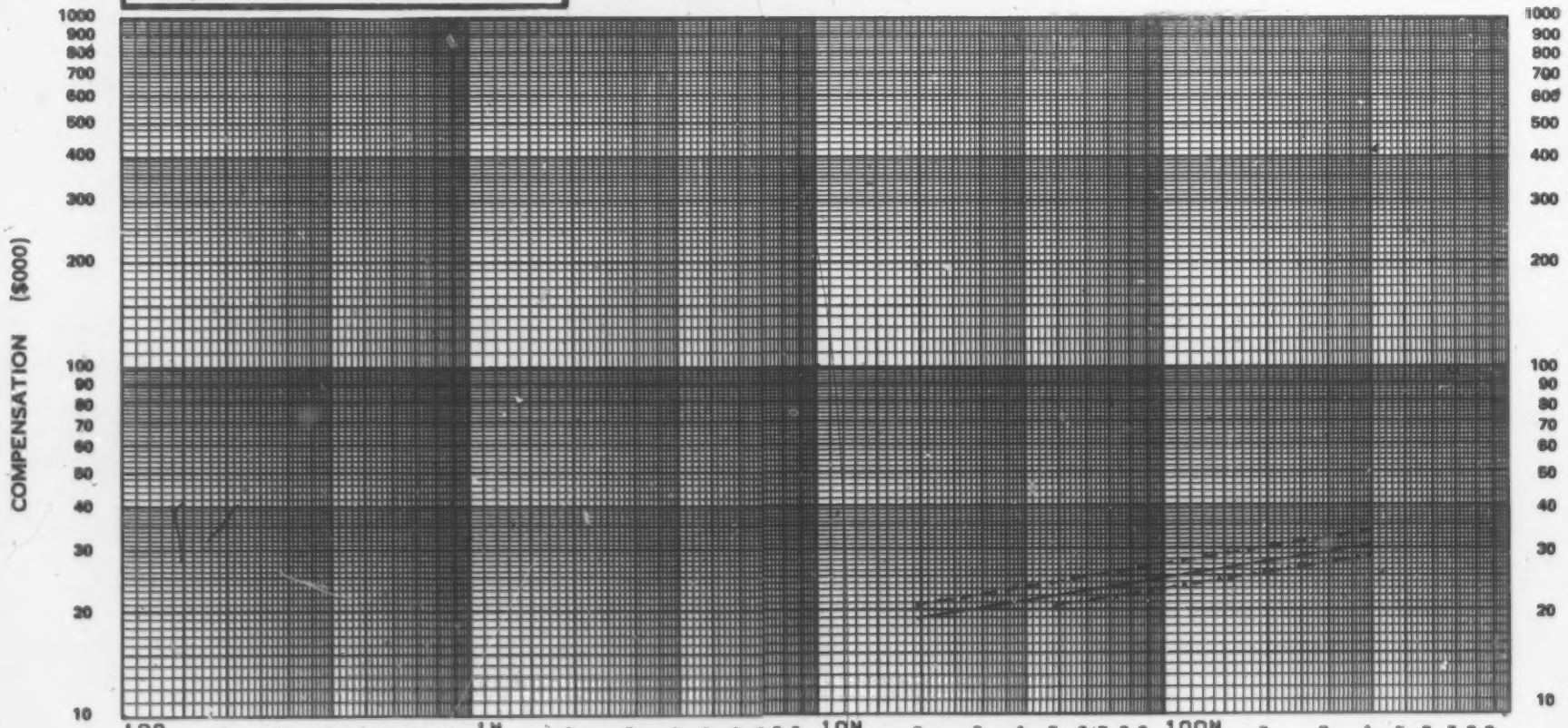
REGION B

SCOPE AVG WKLY STORE SALES ($THOU)		BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$49.9		$ 25.8	$ 2.7	$ 28.5		$ 22.7	$ 26.4	$ 30.2	5.5	2.0	50.0	13.0	A	A
AND BELOW		25.1	4.0	29.1					5.0		55.0		C	C
		20.6	2.0	22.6					5.0	1.0	50.0	.4	75	75
		14.3	0.9	15.2										
	WT'D													
$ 29.2	AVG:	$ 23.9	$ 2.7	$ 26.6										
	POSITION													
$ 156.5	AVG:	$ 27.5	$ 3.2	$ 30.7	$ 23.8									

FOOD MARKETING INSTITUTE

1980 MANAGEMENT COMPENSATION SURVEY

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Salary	———	0.31	1.17
Bonus T.C.	- - - - - - -	0.30	1.18
Nonbonus Salary	-.-.-.	0.67	1.06



SURVEY POSITION #38 - STORE MANAGER

REGION B

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 40 - MEAT DEPARTMENT MANAGER

REGION B

SCOPE AVG WKLY MEAT SALES ($THOU)		BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$35.0		$ 29.8	$ 2.2	$ 32.0					5.5	1.0	44.0	12.0	125	F
AND ABOVE		29.8	2.3	32.1					5.5	1.0	44.0	12.0	125	F
					$ 24.6				5.5	1.0	45.0	5.0	F	F
		23.2	1.4	24.6					5.0	1.0	50.0		C	C
		23.2	1.4	24.6					5.0	1.0	50.0		C	C
					22.9				5.0	2.0	45.0	10.0	160	160
					22.6				5.0	1.0	40.0	2.0		
					21.8				5.0	1.0	40.0	2.0		
					21.8				5.5	1.0	45.0	5.0	F	F
		21.7	3.2	24.9					5.0		44.0	12.0	E,F	E,F
	WT'D													
$ 45.3	AVG:	$ 27.2	$ 2.3	$ 29.5	$ 22.2									
$34.9		$ 29.8	$ 1.9	$ 31.7					5.5	1.0	44.0	12.0	125	F
TO					$ 26.6				5.0	1.0	40.0	26.0	F	F
$25.0		23.2	1.4	24.6					5.0	1.0	50.0		C	C
					22.8				5.0	1.0	40.0		C	D
					22.6				5.0	2.0	45.0	10.0	160	160
					21.7				5.0	1.0	40.0	2.0		
		21.7	2.3	24.0					5.0		44.0	12.0	E,F	E,F
					21.6				5.5	1.0	45.0	5.0	F	F
					19.8				5.0	2.0	45.0	18.0	E	E
					19.6									
					19.5				5.5		50.0	17.0		
					19.5				5.5		50.0	17.0		
					19.5				5.5		50.0	17.0		
					18.4				5.0		40.0		E	E
	WT'D													
$ 31.6	AVG:	$ 27.5	$ 2.0	$ 29.5	$ 24.4									

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 40 - MEAT DEPARTMENT MANAGER

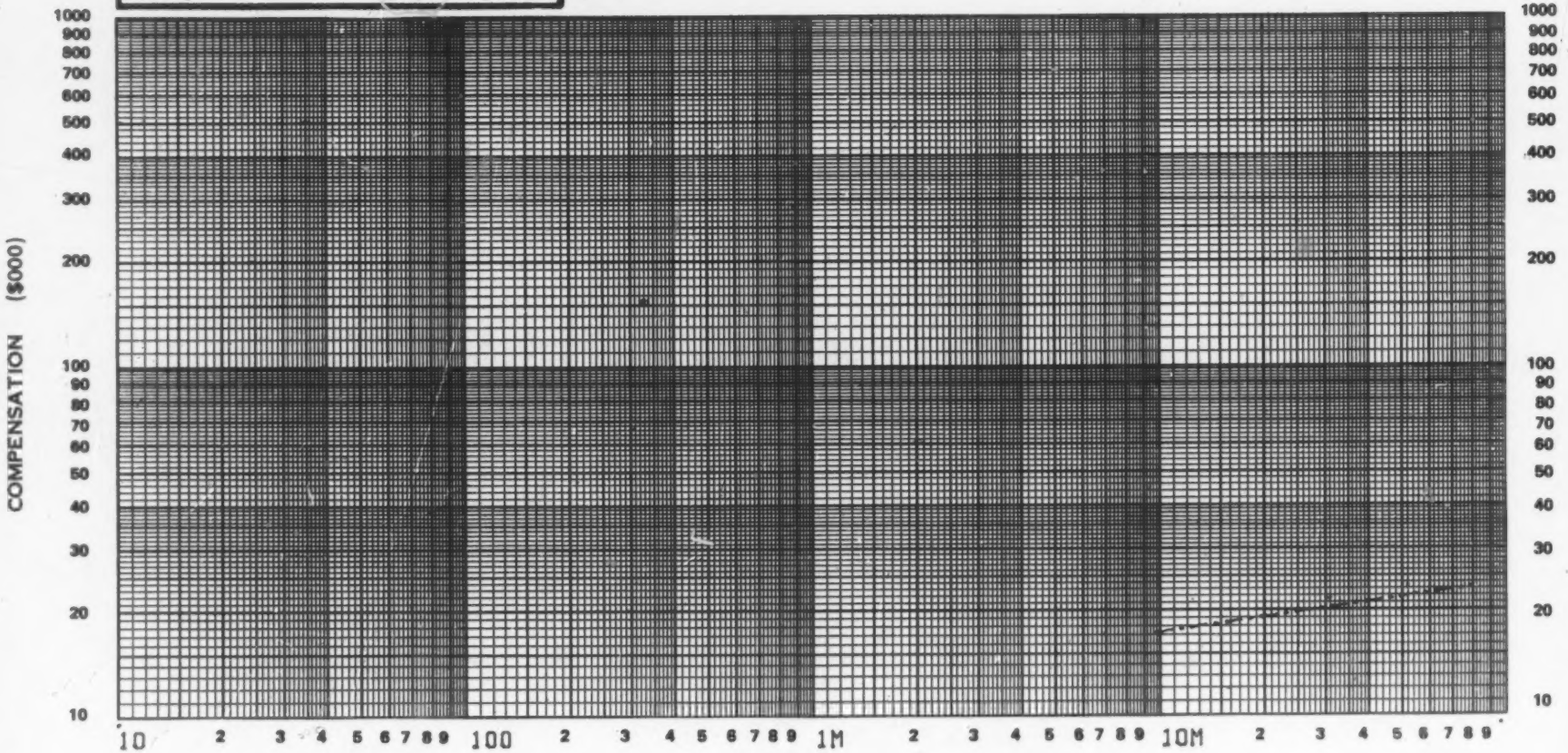
REGION B

SCOPE AVG WKLY MEAT SALES ($THOU)		BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$24.9		$ 29.8	$ 1.4	$ 31.2					5.5	1.0	44.0	12.0	125	F
TO					$ 22.6				5.0	2.0	45.0	10.0	160	160
$15.0		21.6	1.8	23.4					5.0		44.0	12.0	E,F	E,F
					21.1				5.0	1.0	40.0	2.0		
					20.9				5.5	1.0	45.0	5.0	F	F
					19.8				5.0	2.0	45.0	18.0	E	E
					18.4				5.0		40.0		E	E
					17.2									
	WT'D													
$ 20.5	AVG:	$ 25.3	$ 1.6	$ 26.9	$ 20.6									
$14.9		$ 29.8	$ 1.3	$ 31.1					5.5	1.0	44.0	12.0	125	F
AND BELOW					$ 22.3				5.0	2.0	45.0	10.0	160	160
		21.6	1.4	23.0					5.0		44.0	12.0	E,F	E,F
					21.1				5.0	1.0	40.0	2.0		
					19.8				5.0	2.0	45.0	18.0	E	E
					18.2				5.0		40.0		E	E
					16.9									
	WT'D				15.7				5.5	1.0	45.0	5.0	F	F
$ 12.1	AVG:	$ 27.5	$ 1.3	$ 28.8	$ 19.6									
	POSITION													
$ 28.6	AVG:	$ 27.0	$ 1.9	$ 28.9	$ 22.4									

FOOD MARKETING INSTITUTE

1980 MANAGEMENT COMPENSATION SURVEY

LEGEND		
Company Type/Trend Line	Coefficient of Determination	Standard Error
Bonus Salary ———		
Bonus T.C. - - - - - -		
Nonbonus Salary -.-.-.	0.37	1.10



SURVEY POSITION #40 - MEAT DEPARTMENT MANAGER

REGION B

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 23 - GROCERY MERCHANDISER

REGION C

Responsible for carrying out merchandising programs for grocery products among an assigned number of stores. Determines the type of grocery items, quality, grades and brands. Recommends retail prices on grocery items as appropriate. Coordinates the purchase of grocery products to ensure an appropriate assortment to achieve sales and profits objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SCOPE ANNUAL GROCERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$450.0	ASST. V.P./DIR	$ 39.0	$ 8.4	$ 47.4		$ 33.9	$ 42.3	$ 50.7
AND BELOW	ASST. V.P./DIR	34.4	7.4	41.8		33.9	42.3	50.7
	C.O.O.	33.4	3.3	36.7				
	VICE PRESIDENT	27.6	2.8	30.4		25.7	32.1	38.5
	ASST. V.P./DIR				$ 26.4	21.9	27.4	32.9
	MANAGER	26.0	3.3	29.3				
	MANAGER				18.2	14.8	18.5	22.2
$ 235.9	WEIGHTED GROUP AVG:	$ 31.0	$ 4.8	$ 35.9	$ 23.7			
$ 235.9	POSITION AVERAGE:	$ 31.0	$ 4.8	$ 35.9	$ 23.7			

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 24 - MEAT MERCHANDISER

REGION C

Responsible for carrying out merchandising programs for meat products (including deli) among an assigned number of stores. Determines the type of meat items, quality, grades and brands. Recommends retail prices on meat items as appropriate. Coordinates the purchase of meat products to ensure an appropriate assortment to achieve sales and profits objectives. Develops meat case allocation and spacing programs, product promotions, and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$50.0 AND ABOVE	VICE PRESIDENT	$ 38.5	$ 5.2	$ 43.7		$ 35.0	$ 43.7	$ 52.4
	ASST. V.P./DIR	36.1	5.5	41.6		33.9	42.3	50.7
	ASST. V.P./DIR	33.5	7.5	41.0		33.9	42.3	50.7
	MANAGER				$ 26.9	18.1	24.5	30.8
	MANAGER				26.6	18.1	24.5	30.8
	MANAGER				24.5	16.6	22.4	28.2
	MANAGER				23.0	18.1	24.5	30.8
	MANAGER	19.2	0.6	19.8		19.6	24.5	29.4
$ 108.3	WEIGHTED GROUP AVG:	$ 24.2	$ 2.4	$ 26.6	$ 26.0			
$49.9 AND BELOW	C.O.O.	$ 33.4	$ 3.3	$ 36.7				
	VICE PRESIDENT	31.2	7.2	38.4				
	ASST. V.P./DIR				$ 26.1	$ 23.6	$ 29.5	$ 35.4
	REG. V.P./MGR.				25.0	21.7	26.0	30.3
	EXEC. V.P.	22.3	0.8	23.1				
	VICE PRESIDENT	22.1	1.0	23.1		17.6	21.6	25.7
	MANAGER				21.8	16.6	22.4	28.2
$ 16.7	WEIGHTED GROUP AVG:	$ 29.3	$ 4.2	$ 33.5	$ 24.7			
$ 74.9	POSITION AVERAGE:	$ 26.0	$ 3.0	$ 29.0	$ 25.5			

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 25 - PRODUCE MERCHANDISER

REGION C

Responsible for carrying out merchandising programs for produce products among an assigned number of stores. Determines the type of produce items, quality, grades and brands. Recommends retail prices on produce items as appropriate. Coordinates the purchase of produce products to ensure an appropriate assortment to achieve sales and profit objectives. Develops refrigeration case allocation and spacing programs, product promotions and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SCOPE ANNUAL PRODUCE SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$25.0 AND ABOVE	ASST. V.P./DIR	$ 40.5	$ 8.4	$ 48.9		$ 33.9	$ 42.3	$ 50.7
	ASST. V.P./DIR	37.2	7.5	44.7		33.9	42.3	50.7
	VICE PRESIDENT	36.0	2.0	38.0		31.4	39.3	47.1
	MANAGER				$ 23.8			
	MANAGER				23.3			
	MANAGER				21.4			
$ 53.9	WEIGHTED GROUP AVG:	$ 37.7	$ 6.4	$ 44.1	$ 23.4			
$24.9 AND BELOW	VICE PRESIDENT	$ 27.8	$ 5.5	$ 33.3				
	ASST. V.P./DIR				$ 25.2	$ 21.9	$ 27.4	$ 32.9
	EXEC. V.P.	24.4	0.9	25.3				
	MANAGER				21.2	15.2	20.5	25.8
	REG. V.P./MGR.				20.7	19.3	23.2	27.1
	MANAGER				19.5	15.2	20.5	25.8
	MANAGER				19.1	15.2	20.5	25.8
	C.O.O.	18.8	0.0	18.8		17.6	21.6	25.7
$ 11.1	WEIGHTED GROUP AVG:	$ 25.3	$ 3.5	$ 28.8	$ 21.4			
$ 32.5	POSITION AVERAGE:	$ 30.8	$ 4.8	$ 35.6	$. 22.4			

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 28 - NONFOODS MERCHANDISER

REGION C

Responsible for developing and carrying out merchandising programs for nonfood products among an assigned number of stores. Determines the type of nonfood items, quality, grades and brands. Recommends retail prices on nonfood items as appropriate. Coordinates the purchase of nonfood products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SCOPE ANNUAL NONFOOD SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$125.0 AND BELOW	ASST. V.P./DIR	$ 38.2	$ 7.1	$ 45.3		$ 25.9	$ 32.5	$ 38.9
	VICE PRESIDENT	29.1	2.7	31.8		27.0	33.8	40.6
	MANAGER				$ 19.5	16.6	22.4	28.5
$ 29.1	WEIGHTED GROUP AVG:	$ 33.7	$ 4.9	$ 38.6	$ 19.5			
NO SCOPE REPORTED	MANAGER				$ 23.0			
	MANAGER				19.6	$ 15.2	$ 20.5	$ 25.8
	MANAGER				18.4	16.6	22.4	28.2
	MANAGER				17.7	15.2	20.5	25.8
	MANAGER				17.2	15.2	20.5	25.8
	MANAGER				16.7	14.0	20.5	23.8
	WEIGHTED GROUP AVG:				$ 18.2			
$ 29.1	POSITION AVERAGE:	$ 33.7	$ 4.9	$ 38.6	$ 18.3			

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 29 - GROCERY BUYER

REGION C

Responsible for procurement and buying activities of assigned grocery products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SCOPE ANNUAL GROCERY PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$75.0	MANAGER	$ 33.8	$ 4.3	$ 38.1		$ 22.6	$ 28.4	$ 34.0
AND ABOVE	MANAGER	26.7	1.9	28.6		22.6	28.4	34.0
	VICE PRESIDENT				$ 24.2	17.8	24.2	27.4
	C.O.O.	22.7	1.5	24.2		17.6	21.6	25.7
	MANAGER				19.7	13.6	17.0	20.4
	DIV. V.P./MGR.				18.3	15.2	19.0	22.8
$ 150.0	WEIGHTED GROUP AVG:	$ 25.4	$ 2.0	$ 27.4	$ 21.1			
$74.9	ASST. V.P./DIR				$ 28.6			
AND BELOW	MANAGER	$ 26.8	$ 3.0	$ 29.8				
	GROUP EXEC.	26.0	1.0	27.0				
	ASST. V.P./DIR				24.5	$ 21.9	$ 27.4	$ 32.9
	VICE PRESIDENT	21.8	2.8	24.6				
	REG. V.P./MGR.				21.7	19.3	23.2	27.1
	ASST. V.P./DIR				21.4			
$ 39.4	WEIGHTED GROUP AVG:	$ 22.3	$ 2.8	$ 25.1	$ 22.3			

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 29 - GROCERY BUYER

REGION C

SCOPE ANNUAL GROCERY PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
NO SCOPE REPORTED	VICE PRESIDENT	$ 27.7	$ 2.4	$ 30.1	$ 27.5	$ 22.3	$ 27.8	$ 33.4
	MANAGER				26.0	22.4	29.1	31.7
		22.4	0.0	22.4		17.0	21.2	25.4
	MANAGER				21.7	15.2	20.5	25.8
	MANAGER				19.4	16.6	22.4	28.2
	MANAGER				18.1	15.2	20.5	25.8
	MANAGER				18.0	15.2	20.5	25.8
	WEIGHTED GROUP AVG:	$ 23.7	$ 0.6	$ 24.3	$ 20.1			
$ 62.6	POSITION AVERAGE:	$ 23.1	$ 2.4	$ 25.5	$ 21.3			

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 30 - MEAT BUYER

REGION C

Responsible for the procurement and buying activities of assigned meat products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SCOPE ANNUAL MEAT PURCHASE ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$40.0	MANAGER	$ 33.0	$ 4.0	$ 37.0		$ 22.6	$ 28.4	$ 34.0
AND ABOVE	ASST. V.P./DIR				$ 28.8	24.4	30.5	36.6
	MANAGER	26.7	1.9	28.6		22.6	28.4	34.0
	MANAGER				19.0	13.6	17.0	20.4
	DIV. V.P./MGR.				13.6	15.2	19.0	22.8
$ 82.7	WEIGHTED GROUP AVG:	$ 28.8	$ 2.6	$ 31.4	$ 20.5			
$39.9					$ 32.0			
AND BELOW	VICE PRESIDENT				30.3			
	VICE PRESIDENT	$ 25.5	$ 6.0	$ 31.5				
	EXEC. V.P.	24.7	0.9	25.6				
	ASST. V.P./DIR				23.7			
$ 28.4	WEIGHTED GROUP AVG:	$ 25.1	$ 3.5	$ 28.5	$ 28.7			

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 30 - MEAT BUYER

REGION C

SCOPE ANNUAL MEAT PURCHASE ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
NO SCOPE REPORTED	MANAGER				$ 23.1	$ 16.6	$ 22.4	$ 28.2
	MANAGER				23.1	16.6	22.4	28.5
		$ 23.0	$ 0.0	$ 23.0		17.0	21.2	25.4
	MANAGER				20.3	16.6	22.4	28.2
	MANAGER				20.3	14.0	20.5	23.8
	VICE PRESIDENT	16.2	0.8	17.0		16.2	20.2	24.3
	MANAGER				16.1	15.2	20.5	25.8
	MANAGER				15.9	15.2	20.5	25.8
	WEIGHTED GROUP AVG:	$ 18.5	$ 0.5	$ 19.0	$ 20.5			
$ 58.0	POSITION AVERAGE:	$ 24.0	$ 2.0	$ 26.0	$ 21.5			

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 31 - PRODUCE BUYER

REGION C

Responsible for the procurement and buying activities of assigned produce products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SCOPE ANNUAL PRODUCE PURCH. ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$10.0 AND ABOVE	MANAGER	$ 27.7	$ 3.8	$ 31.5		$ 22.6	$ 28.4	$ 34.0
	VICE PRESIDENT				$ 27.6			
	MANAGER	26.4	4.3	30.7		22.6	28.4	34.0
	VICE PRESIDENT	25.5	3.0	28.5				
	ASST. V.P./DIR				24.0	21.9	27.4	32.9
$ 21.9	WEIGHTED GROUP AVG:	$ 26.8	$ 3.8	$ 30.5	$ 24.9			
$9.9 AND BELOW	ASST. V.P./DIR	$ 41.6	$ 6.2	$ 47.8				
	REG. V.P./MGR.				$ 22.0	$ 17.2	$ 20.7	$ 24.2
	ASST. V.P./DIR				21.8			
	EXEC. V.P.	16.9	0.6	17.5				
	DIV. V.P./MGR.				16.7	15.2	19.0	22.8
$ 3.5	WEIGHTED GROUP AVG:	$ 29.3	$ 3.4	$ 32.7	$ 21.4			

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 31 - PRODUCE BUYER

REGION C

SCOPE ANNUAL PRODUCE PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
NO SCOPE REPORTED	MANAGER				$ 23.9	$ 16.6	$ 22.4	$ 28.2
	VICE PRESIDENT	$ 23.5	$ 2.2	$ 25.7		19.6	24.5	29.4
	MANAGER				23.4	16.6	22.4	28.5
		22.0	0.0	22.0		17.0	21.2	25.4
	MANAGER				20.4	14.0	20.5	23.8
	MANAGER				19.4	15.2	20.5	25.8
	MANAGER				19.1	15.2	20.5	25.8
	MANAGER				16.7	15.2	20.5	25.8
	WEIGHTED GROUP AVG:	$ 23.0	$ 1.5	$ 24.5	$ 20.8			
$ 8.6	POSITION AVERAGE:	$ 26.1	$ 2.9	$ 29.0	$ 21.4			

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 34 - NONFOODS BUYER

REGION C

Responsible for procurement and buying activities of assigned general merchandise and HBA items. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SCOPE ANNUAL NONFOOD PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$24.9 AND BELOW	ASST. V.P./DIR				$ 26.2	$ 23.0	$ 28.7	$ 34.4
	VICE PRESIDENT				26.0	21.4		30.5
	ASST. V.P./DIR				19.5			
	MANAGER	$ 19.5	$ 3.0	$ 22.5				
	GROUP EXEC.	17.5	0.7	18.2				
$ 14.7	WEIGHTED GROUP AVG:	$ 18.5	$ 1.9	$ 20.4	$ 25.3			
NO SCOPE REPORTED	VICE PRESIDENT	$ 23.2	$ 2.5	$ 25.7		$ 19.6	$ 24.5	$ 29.4
	MANAGER				$ 22.4	16.6	22.4	28.5
	MANAGER				21.4	16.6	22.4	28.2
	MANAGER				18.8	15.2	20.5	25.8
	MANAGER				17.6	15.2	20.5	25.8
	MANAGER				16.0	15.2	20.5	25.8
	MANAGER				14.9	14.0	20.5	23.8
	WEIGHTED GROUP AVG:	$ 23.2	$ 2.5	$ 25.7	$ 18.7			
$ 14.7	POSITION AVERAGE:	$ 22.2	$ 2.3	$ 24.5	$ 20.7			

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 37 - DIVISION GENERAL MANAGER

REGION C

Responsible for the profitable operation of a division or geographic region of the corporation or operating company. Develop sales and profit objectives and forecasts; operating and capital expenditure budgets, and objectives for assigned stores and facilities. Oversees merchandising, store operations and staff activities. Reviews buying and merchandising programs to insure maximum profitability and continuity with the company's overall strategy. Reviews operating results of stores against sales and profit targets. Directs staff activities in support of division programs and financial objectives. Provides specific limitations of authority for all subordinates regarding contractural commitments, expenditures and personnel decisions. Continually reviews and reports to top management the division's performance with respect to market share, operating results, capital requirements, etc.

SCOPE ANN'L DIVISION SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$300.0	REG. V.P./MGR.	$ 70.0	$ 55.0	$125.0				
AND ABOVE	REG. V.P./MGR.	67.5	55.0	122.5				
	REG. V.P./MGR.	65.0	50.0	115.0				
	C.O.O.				$ 63.2	$ 63.9	$ 79.9	$ 96.0
$ 491.2	WEIGHTED GROUP AVG:	$ 68.0	$ 54.0	$122.0	$ 63.2			
$299.9	REG. V.P./MGR.	$ 60.0	$ 55.0	$115.0				
AND BELOW	REG. V.P./MGR.	60.0	55.0	115.0				
	REG. V.P./MGR.	57.5	52.5	110.0				
	CEO/PRESIDENT				$ 51.5	$ 40.0	$ 50.0	$ 60.0
	C.O.O.	44.5	6.7	51.2				
	CEO/PRESIDENT	36.5	8.6	45.1		33.0	41.3	49.6
$ 203.4	WEIGHTED GROUP AVG:	$ 50.5	$ 35.1	$ 85.6	$ 51.5			
NO SCOPE REPORTED	CEO/PRESIDENT	$ 62.5	$ 7.9	$ 70.4				
$ 308.1	POSITION AVERAGE:	$ 56.0	$ 38.8	$ 94.8	$ 58.5			

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 38 - DISTRICT MANAGER

REGION C

Responsible for the management and profitable operation of all stores in assigned district. Directs store managers to achieve maximum sales and profits from each store. Plans and directs store operating activities necessary to assure conformity with established sales and merchandising programs. Forecasts store sales, expenses, and operating profits. Keeps abreast of competitive activities in assigned geographic area.

SCOPE ANN'L DISTRICT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$75.0	SENIOR V.P.	$ 38.0	$ 2.3	$ 40.3		$ 32.4	$ 40.5	$ 48.7
AND ABOVE	SENIOR V.P.	38.0	2.3	40.3		32.4	40.5	48.7
	VICE PRESIDENT	34.5	12.0	46.5				
	MANAGER	34.0	0.0	34.0		27.4	35.3	41.3
	VICE PRESIDENT	33.5	4.5	38.0				
	REG. V.P./MGR.	29.1	15.0	44.1				
$ 102.2	WEIGHTED GROUP AVG:	$ 35.2	$ 5.0	$ 40.2				
$74.9	SENIOR V.P.	$ 38.0	$ 2.3	$ 40.3		$ 32.4	$ 40.5	$ 48.7
TO	ASST. V.P./DIR	34.3	7.6	41.9		31.4	39.2	47.1
$50.0	REG. V.P./MGR.	32.2	7.4	39.6				
	REG. V.P./MGR.	30.8	5.8	36.6				
	REG. V.P./MGR.	30.7	6.7	37.4				
	VICE PRESIDENT				$ 29.0	26.6	28.3	29.9
	VICE PRESIDENT	28.4	11.4	39.8				
$ 64.8	WEIGHTED GROUP AVG:	$ 32.9	$ 6.7	$ 39.6	$ 29.0			

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 38 - DISTRICT MANAGER

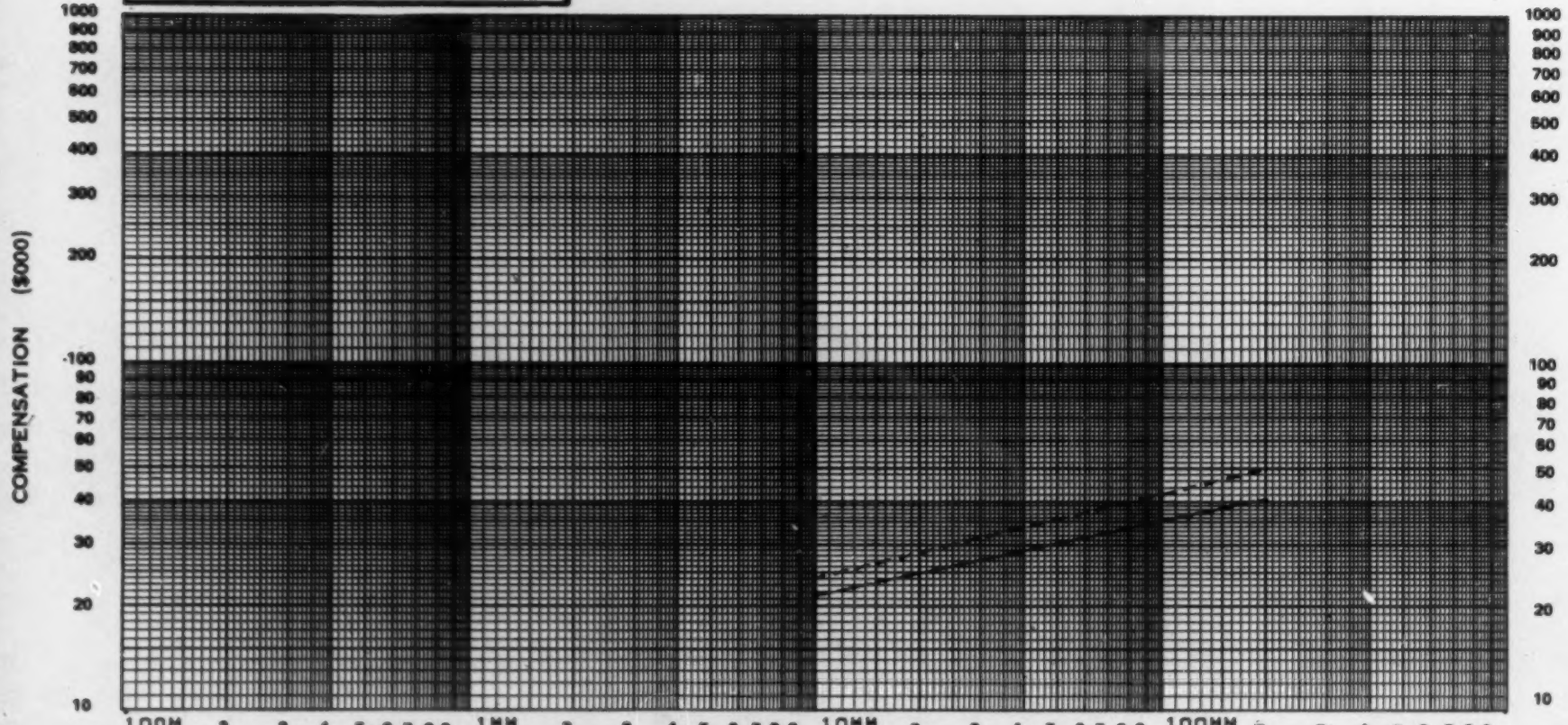
REGION C

SCOPE ANN'L DISTRICT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$49.9 AND BELOW	REG. V.P./MGR.	$ 31.3	$ 4.3	$ 35.6				
	DIV. V.P./MGR.	31.3	9.0	40.3		$ 25.8	$ 32.3	$ 38.8
	REG. V.P./MGR.	31.1	2.5	33.6				
	SENIOR V.P.	30.0	0.5	30.5		29.3	36.6	43.9
	REG. V.P./MGR.	29.9	6.5	36.4				
	REG. V.P./MGR.				$ 27.5	26.5	32.5	38.5
		27.0	4.3	31.3		22.1	27.6	33.1
	REG. V.P./MGR.				25.7	26.5	32.5	38.5
	DIV. V.P./MGR.	24.6	9.6	34.2		22.1	27.6	33.2
	DIV. V.P./MGR.	21.0	2.0	23.0		22.1	27.6	33.2
$ 36.1	WEIGHTED GROUP AVG:	$ 28.1	$ 4.7	$ 32.8	$ 26.2			
$ 61.0	POSITION AVERAGE:	$ 31.7	$ 5.7	$ 37.4	$ 27.4			

FOOD MARKETING INSTITUTE

1980 MANAGEMENT COMPENSATION SURVEY

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Salary	———	0.67	1.10
Bonus T.C.	- - - - - -	0.63	1.10
Nonbonus Salary	-.-.-.		



SURVEY POSITION #38 - DISTRICT MANAGER

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 39 - STORE MANAGER

REGION C

SCOPE AVG WKLY STORE SALES ($THOU)		BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$200.0		$ 30.5	$ 1.2	$ 31.7		$ 29.0	$ 34.8	$ 40.6	5.5	2.0	50.0	13.0	A	A
AND ABOVE		29.5	8.9	38.4		21.7	27.1	32.5		2.0	48.0	5.0	B	A
		28.5	2.8	31.3		25.2	31.5	37.7						
		27.6	6.6	34.2		21.7	27.1	32.5	6.0	2.0	48.0	5.0	B	A
	WT'D													
$ 266.9	AVG:	$ 28.4	$ 4.0	$ 32.4										
$199.9		$ 32.7	$ 3.0	$ 35.7										
TO					$ 30.8				5.5	2.0	46.0	12.0	B	A
$150.0		30.1	0.6	30.7					5.5	1.0	55.0		B	D
		28.9	2.1	31.0		$ 26.7	$ 31.6	$ 36.6	5.5	2.0	50.0	13.0	A	A
		28.4	6.6	35.0										
		27.0	6.4	33.4		21.7	27.1	32.5	6.0	2.0	48.0	5.0	B	A
		27.0	2.4	29.4		24.9	26.3	28.0	6.0	3.0	55.0	17.0	E	E
		26.0	2.8	28.8		21.9	27.3	32.8						
		25.5	6.8	32.3					4.0	1.0	50.0			B
		18.2	13.5	31.7		24.0	30.1	36.1	5.3		58.0	5.0	B	B
	WT'D													
$ 170.6	AVG:	$ 27.1	$ 4.0	$ 31.1	$ 30.8									

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 39 - STORE MANAGER

REGION C

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$149.9	$ 36.7	$ 17.1	$ 53.8					5.0	1.0	50.0		B	B
TO	35.2	3.6	38.8					5.0	1.0	50.0		B	B
$100.0	31.9	2.5	34.4										
	31.9	3.0	34.9										
	31.2	3.0	34.2										
	30.6	10.2	40.8					5.0		50.0	12.0	B	A
	27.7	4.0	31.7										
	26.9	3.3	30.2										
	26.5	1.6	28.1		$ 24.5	$ 28.7	$ 33.0	5.5	2.0	50.0	13.0	A	A
	26.0	2.3	28.3		23.9	25.6	27.3	6.0	3.0	55.0	17.0	E	E
				$ 25.8				5.5	2.0	46.0	12.0	B	A
	25.6	3.7	29.3		20.7	25.9	31.1	6.0	2.0	48.0	5.0	B	A
	25.5	8.9	34.4					4.0	1.0	50.0			B
	25.1	6.4	31.5					4.0	1.0	50.0			B
	24.6	0.0	24.6					5.5	2.0	48.0	6.0	35	50
	23.7	2.8	26.5		20.0	25.0	30.5						
	22.5	0.0	22.5					5.5	2.0	48.0	6.0	50	50
	15.3	25.2	40.5		22.3	27.9	33.5	5.8	2.0	68.0	21.6	B	B
WT'D													
$ 124.5 AVG:	$ 28.5	$ 3.7	$ 32.2	$ 25.8									

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 39 - STORE MANAGER

REGION C

SCOPE AVG WKLY STORE SALES ($THOU)		BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$99.9		$ 33.9	$ 1.0	$ 34.9					5.0	1.0	50.0		B	B
TO		31.2	2.5	33.7										
$75.0		30.4	3.0	33.4										
		27.7	8.3	36.0					5.0		50.0	12.0	B	A
		26.2	3.0	29.2										
		26.0	0.0	26.0					5.5	2.0	48.0	6.0	50	50
		26.0	3.0	29.0		$ 20.7	$ 25.9	$ 31.1	6.0	2.0	48.0	5.0	B	A
		25.5	6.5	32.0					4.0	1.0	50.0			B
		25.0	1.4	26.4		24.5	28.7	33.0	5.5	2.0	50.0	13.0	A	A
		24.7	2.2	26.9		22.8	24.2	25.6	6.0	3.0	55.0	17.0	E	E
		24.7	6.3	31.0					4.0	1.0	50.0			B
					$ 24.5				5.5	2.0	46.0	12.0	B	A
		23.6	0.0	23.6					5.5	2.0	48.0	6.0	35	50
		21.9	2.8	24.7		20.0	25.0	300.5						
		14.8	14.4	29.2		21.9	27.4	32.9	6.0	2.0	67.0	22.0	B	B
	WT'D													
$ 86.9	AVG:	$ 25.9	$ 2.8	$ 28.7	$ 24.5									

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 39 - STORE MANAGER

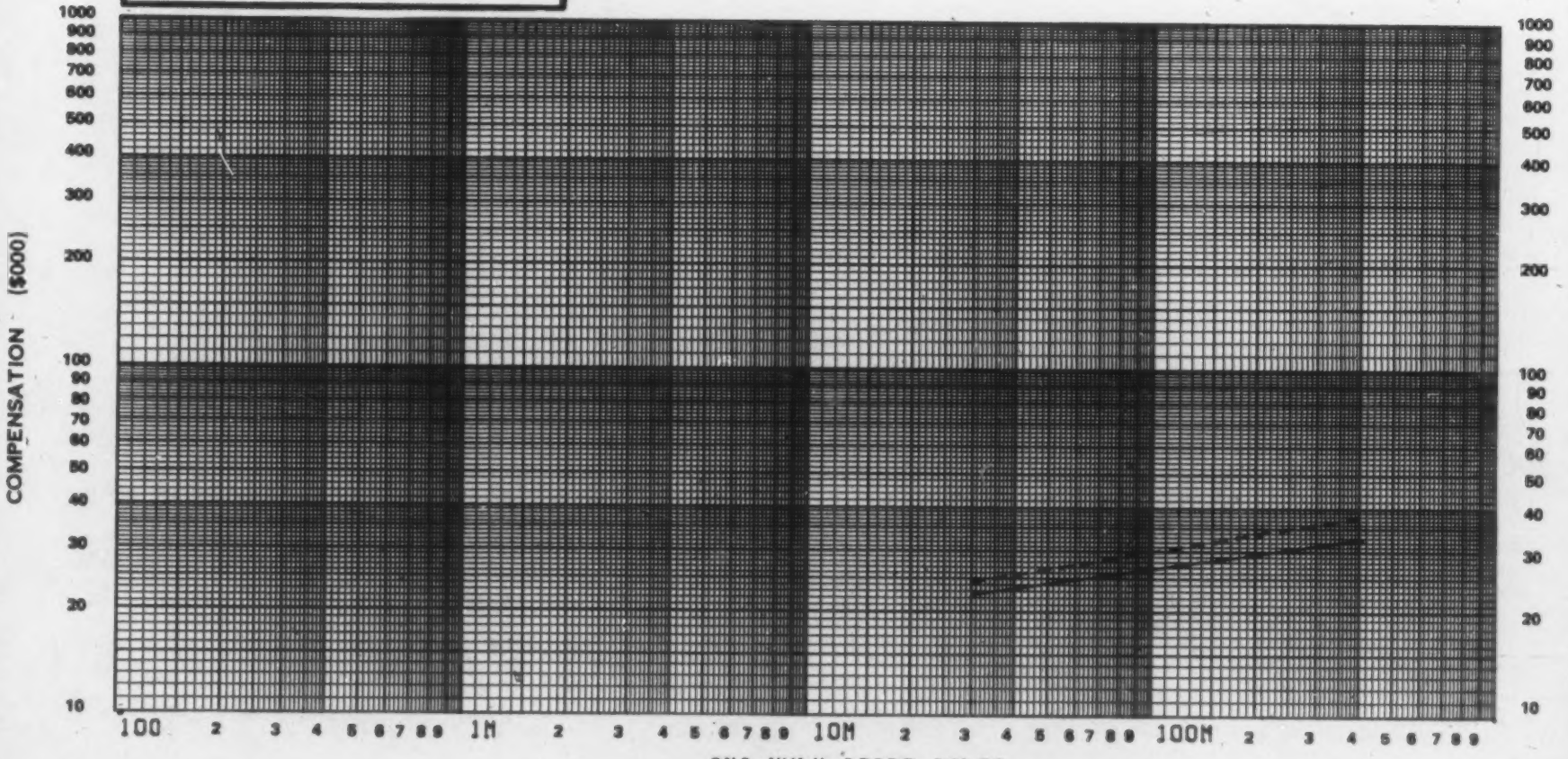
REGION C

SCOPE AVG WKLY STORE SALES ($THOU)		BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$74.9		$ 30.4	$ 0.0	$ 30.4					5.0	1.0	50.0		B	B
TO		30.4	2.5	32.9										
$50.0		29.6	3.0	32.6										
		28.4	0.0	28.4					5.0		50.0	12.0	B	A
		25.3	3.0	28.3										
		24.7	1.1	25.8		$ 23.3	$ 27.1	$ 30.8	5.5	2.0	50.0	13.0	A	A
		24.4	2.5	26.9					4.0	1.0	50.0			B
		24.4	3.5	27.9					4.0	1.0	50.0			B
		23.4	1.8	25.2		18.9	23.6	28.3	6.0	2.0	48.0	5.0	B	A
		22.9	2.1	25.0		21.9	22.9	23.9	6.0	3.0	55.0	17.0	E	E
		22.3	0.0	22.3					5.5	2.0	48.0	6.0	35	50
					$ 22.2				5.5	2.0	46.0	12.0	B	A
		22.0	0.0	22.0					5.5	2.0	48.0	6.0	50	50
		14.3	16.0	30.3		20.3	25.4	30.5	6.0	3.5	69.3	27.0	B	B
	WT'D													
$ 59.5	AVG:	$ 25.6	$ 2.5	$ 28.1	$ 22.2									
$49.9		$ 29.6	$ 2.5	$ 32.1										
AND BELOW		28.8	2.5	31.3										
		26.8	0.0	26.8					5.0	1.0	50.0		B	B
		24.4	3.1	27.5					4.0	1.0	50.0			B
		24.3	1.4	25.7		$ 23.3	$ 27.1	$ 30.8	5.5	2.0	50.0	13.0	A	A
		22.3	0.3	22.6		18.9	23.6	28.3	6.0	2.0	48.0	5.0	B	A
		22.1	1.9	24.0		21.3	22.2	23.1	6.0	3.0	55.0	17.0	1.5	1.5
		21.5	2.8	24.3										
					$ 20.6				5.5	2.0	46.0	12.0	B	A
		19.2	0.0	19.2					5.5	2.0	48.0	6.0	35	50
		14.7	14.2	28.9		18.0	22.5	27.0	5.6	1.7	55.0	14.6	B	B
	WT'D													
$ 37.9	AVG:	$ 24.2	$ 2.3	$ 26.5	$ 20.6									
	POSITION													
$ 98.9	AVG:	$ 26.7	$ 3.2	$ 29.9	$ 22.5									

FOOD MARKETING INSTITUTE

1980 MANAGEMENT COMPENSATION SURVEY

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Salary	———	0.24	1.14
Bonus T.C.	- - - - - -	0.26	1.16
Nonbonus Salary	-.-.-.		



SURVEY POSITION #39 - STORE MANAGER

REGION C

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 40 - MEAT DEPARTMENT MANAGER

REGION C

SCOPE AVG WKLY MEAT SALES ($THOU)		BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$25.0		$ 28.1	$ 0.3	$ 28.4					5.5		50.0		B	D
AND ABOVE					$ 25.8				5.0		40.0	12.0	E	E
		25.2	8.9	34.1					5.5		44.0		B	B
					25.1				5.0		40.0	26.0	E	F
		23.8	4.2	28.0					5.5		44.0		B	B
		21.7	5.6	27.3					5.5		59.0	7.5	B	B
					21.6				5.0		40.0	12.0	E	E
		19.0	1.6	20.6					5.2	1.0	49.2	7.0	E	E
	WT'D													
$ 31.6	AVG:	$ 23.2	$ 4.4	$ 27.6	$ 24.6									
$24.9					$ 24.8				5.0		40.0	26.0	E	F
TO					23.5									
$15.0					23.5									
		$ 22.6	$ 2.0	$ 24.6					5.5		44.0		B	B
					21.6				5.0		40.0	12.0	E	E
		18.2	2.6	20.8					5.2	.2	47.0	8.6	E	E
		16.9	0.4	17.3					5.0		44.0		B	F
	WT'D													
$ 18.6	AVG:	$ 20.6	$ 1.9	$ 22.5	$ 23.5									

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 40 - MEAT DEPARTMENT MANAGER

REGION C

SCOPE AVG WKLY MEAT SALES ($THOU)		BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$14.9					$ 24.5				5.0		40.0	26.0	E	F
AND BELOW					21.3				5.0		40.0	26.0	41	82
		$ 20.7	$ 0.8	$ 21.5										
					19.5				5.0		40.0	12.0	E	E
		19.0	0.0	19.0					5.5		44.0		B	B
		17.0	0.5	17.5					5.0		44.0		B	F
		14.4	0.6	15.0					5.0	.9	45.9	8.5	E	E
	WT'D													
$ 12.4	AVG:	$ 20.1	$ 0.7	$ 20.8	$ 20.3									
NO SCOPE					$ 23.9				5.0		40.0	26.0	E	F
REPORTED					22.3				5.0		40.0	26.0	E	F
	WT'D													
	AVG:				$ 23.3									
	POSITION													
$ 17.7	AVG:	$ 20.8	$ 1.6	$ 22.4	$ 23.0									

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 23 - GROCERY MERCHANDISER

REGION D

Responsible for carrying out merchandising programs for grocery products among an assigned number of stores. Determines the type of grocery items, quality, grades and brands. Recommends retail prices on grocery items as appropriate. Coordinates the purchase of grocery products to ensure an appropriate assortment to achieve sales and profits objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SCOPE ANNUAL GROCERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$100.0		$ 41.5	$ 4.2	$ 45.7		$ 28.7	$ 35.9	$ 43.0
AND ABOVE	ASST. V.P./DIR	39.1	9.4	48.5		33.9	42.3	50.7
	EXEC. V.P.	31.1	2.0	33.1				
	ASST. V.P./DIR	23.9	3.3	27.2		23.0	27.0	30.9
	VICE PRESIDENT	21.6	4.9	26.5				
$ 263.8	WEIGHTED GROUP AVG:	$ 29.9	$ 5.5	$ 35.3				
$99.9	CEO/PRESIDENT	$ 30.5	$ 5.0	$ 35.5				
AND BELOW					$ 29.9	$ 19.3	$ 24.2	$ 29.0
	VICE PRESIDENT	23.2	8.1	31.3				
	DIST. MANAGER				19.7			
$ 42.0	WEIGHTED GROUP AVG:	$ 25.0	$ 7.4	$ 32.3	$ 22.3			
NO SCOPE REPORTED	C.O.O.	$ 31.7	$ 15.0	$ 46.7				
	GROUP EXEC.	21.7	0.0	21.7				
	WEIGHTED GROUP AVG:	$ 26.7	$ 7.5	$ 34.2				
$ 200.4	POSITION AVERAGE:	$ 28.9	$ 5.9	$ 34.8	$ 22.3			

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 24 - MEAT MERCHANDISER

REGION D

Responsible for carrying out merchandising programs for meat products (including deli) among an assigned number of stores. Determines the type of meat items, quality, grades and brands. Recommends retail prices on meat items as appropriate. Coordinates the purchase of meat products to ensure an appropriate assortment to achieve sales and profits objectives. Develops meat case allocation and spacing programs, product promotions, and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$50.0		$ 40.0	$ 4.0	$ 44.0		$ 30.0	$ 37.9	$ 45.5
AND ABOVE	ASST. V.P./DIR	39.8	9.2	49.0		33.9	42.3	50.7
	MANAGER				$ 26.7	19.7	26.6	33.5
	VICE PRESIDENT	26.2	0.8	27.0				
	ASST. V.P./DIR	23.9	3.3	27.2		23.0	27.0	30.9
	VICE PRESIDENT	20.5	5.3	25.8				
	DIST. MANAGER				18.3			
$ 128.5	WEIGHTED GROUP AVG:	$ 30.2	$ 5.8	$ 36.0	$ 23.9			
$49.9					$ 29.9			
AND BELOW	CEO/PRESIDENT	$ 23.4	$ 3.5	$ 26.9				
	CEO/PRESIDENT				23.2			
	ASST. V.P./DIR	22.5	2.0	24.5				
	VICE PRESIDENT	21.4	3.2	24.6				
	DIST. MANAGER				19.6			
$ 13.8	WEIGHTED GROUP AVG:	$ 22.0	$ 2.8	$ 24.8	$ 23.1			
NO SCOPE REPORTED	C.O.O.	$ 27.5	$ 9.0	$ 36.5				
	GROUP EXEC.	24.2	0.0	24.2				
	WEIGHTED GROUP AVG:	$ 25.9	$ 4.5	$ 30.4				
$ 83.2	POSITION AVERAGE:	$ 27.1	$ 4.6	$ 31.7	$ 23.5			

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 25 - PRODUCE MERCHANDISER

REGION D

Responsible for carrying out merchandising programs for produce products among an assigned number of stores. Determines the type of produce items, quality, grades and brands. Recommends retail prices on produce items as appropriate. Coordinates the purchase of produce products to ensure an appropriate assortment to achieve sales and profit objectives. Develops refrigeration case allocation and spacing programs, product promotions and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SCOPE ANNUAL PRODUCE SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$20.0 AND ABOVE	ASST. V.P./DIR	$ 36.7	$ 9.2	$ 45.9		$ 33.9	$ 42.3	$ 50.7
	VICE PRESIDENT	24.1	0.8	24.9				
	ASST. V.P./DIR	23.9	3.3	27.2		23.0	27.0	30.9
	MANAGER				$ 21.9	18.1	22.4	30.8
$ 50.7	WEIGHTED GROUP AVG:	$ 32.0	$ 6.3	$ 38.3	$ 21.9			
$19.9 AND BELOW					$ 27.5	$ 19.3	$ 24.2	$ 29.0
	VICE PRESIDENT	$ 22.5	$ 2.0	$ 24.5				
	CEO/PRESIDENT	21.5	3.0	24.5				
	VICE PRESIDENT	19.3	2.9	22.2				
	DIST. MANAGER				17.9			
	CEO/PRESIDENT				16.6			
	DIST. MANAGER				15.6			
$ 4.3	WEIGHTED GROUP AVG:	$ 20.3	$ 2.7	$ 23.0	$ 18.9			
$ 22.9	POSITION AVERAGE:	$ 25.8	$ 4.4	$ 30.2	$ 19.7			

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 28 - NONFOODS MERCHANDISER

REGION D

Responsible for developing and carrying out merchandising programs for nonfood products among an assigned number of stores. Determines the type of nonfood items, quality, grades and brands. Recommends retail prices on nonfood items as appropriate. Coordinates the purchase of nonfood products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SCOPE ANNUAL NONFOOD SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$40.0 AND BELOW	ASST. V.P./DIR	$ 32.0	$ 4.0	$ 36.0		$ 25.9	$ 32.5	$ 38.9
					$ 28.4			
	ASST. V.P./DIR	23.9	3.3	27.2		23.0	27.0	30.9
	VICE PRESIDENT	19.3	2.0	21.3				
	ASST. V.P./DIR	18.6	3.7	22.3				
$ 17.4	WEIGHTED GROUP AVG:	$ 25.2	$ 3.5	$ 28.7	$ 28.4			
NO SCOPE REPORTED		$ 26.4	$ 2.6	$ 29.0		$ 23.2	$ 29.0	$ 34.8
	SENIOR V.P.	22.6	0.4	23.0				
	MANAGER				$ 20.0	18.1	22.4	30.8
	WEIGHTED GROUP AVG:	$ 24.1	$ 1.3	$ 25.4	$ 20.0			
$ 17.4	POSITION AVERAGE:	$ 24.8	$ 2.5	$ 27.3	$ 21.4			

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 29 - GROCERY BUYER

REGION D

Responsible for procurement and buying activities of assigned grocery products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SCOPE ANNUAL GROCERY PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$350.0 AND BELOW	MANAGER	$ 28.1	$ 4.5	$ 32.6		$ 22.6	$ 28.4	$ 34.0
	VICE PRESIDENT	22.1	5.0	27.1				
	VICE PRESIDENT	21.3	4.8	26.1				
					$ 21.0	14.8	18.5	22.2
	VICE PRESIDENT	16.4	1.4	17.8				
$ 191.5	WEIGHTED GROUP AVG:	$ 22.9	$ 3.9	$ 26.8	$ 21.0			
NO SCOPE REPORTED	GROUP EXEC.	$ 29.5	$ 0.0	$ 29.5				
	VICE PRESIDENT	25.4	0.8	26.2				
	VICE PRESIDENT	21.9	5.5	27.4				
	MANAGER				$ 21.5	$ 16.6	$ 22.4	$ 28.2
	WEIGHTED GROUP AVG:	$ 24.2	$ 3.0	$ 27.2	$ 21.5			
$ 191.5	POSITION AVERAGE:	$ 23.3	$ 3.6	$ 26.9	$ 21.3			

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 30 - MEAT BUYER

REGION D

Responsible for the procurement and buying activities of assigned meat products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SCOPE ANNUAL MEAT PURCHASE ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$125.0 AND BELOW	MANAGER	$ 28.3	$ 4.3	$ 32.6		$ 22.6	$ 28.4	$ 34.0
					$ 28.2	23.2	29.0	34.8
					22.9	16.5	20.6	24.7
	ASST. V.P./DIR	20.6	1.5	22.1				
	VICE PRESIDENT	13.5	3.3	16.8				
$ 67.8	WEIGHTED GROUP AVG:	$ 24.9	$ 3.6	$ 28.5	$ 26.9			
NO SCOPE REPORTED	VICE PRESIDENT	$ 27.4	$ 0.9	$ 28.3				
	GROUP EXEC.	24.2	0.0	24.2				
	MANAGER				$ 22.1	$ 16.6	$ 22.4	$ 28.2
	VICE PRESIDENT	19.5	3.9	23.4				
	WEIGHTED GROUP AVG:	$ 22.0	$ 2.5	$ 24.5	$ 22.1			
$ 67.8	POSITION AVERAGE:	$ 23.9	$ 3.2	$ 27.1	$ 25.3			

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 31 - PRODUCE BUYER

REGION D

Responsible for the procurement and buying activities of assigned produce products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SCOPE ANNUAL PRODUCE PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$50.0 AND BELOW	MANAGER	$ 26.4	$ 4.6	$ 31.0		$ 22.6	$ 28.4	$ 34.0
	VICE PRESIDENT	20.5	4.7	25.2				
	VICE PRESIDENT	18.7	1.0	19.7				
					$ 18.5	15.0	18.5	22.2
$ 26.2	WEIGHTED GROUP AVG:	$ 24.1	$ 4.1	$ 28.2	$ 18.5			
NO SCOPE REPORTED	VICE PRESIDENT	$ 25.7	$ 6.4	$ 32.1				
	VICE PRESIDENT	23.9	0.4	24.3				
	MANAGER				$ 22.2	$ 16.6	$ 22.4	$ 28.2
	WEIGHTED GROUP AVG:	$ 24.8	$ 3.4	$ 28.2	$ 22.2			
$ 26.2	POSITION AVERAGE:	$ 24.3	$ 3.9	$ 28.2	$ 21.0			

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SURVEY POSITION 38 - DISTRICT MANAGER

REGION D

Responsible for the management and profitable operation of all stores in assigned district. Directs store managers to achieve maximum sales and profits from each store. Plans and directs store operating activities necessary to assure conformity with established sales and merchandising programs. Forecasts store sales, expenses, and operating profits. Keeps abreast of competitive activities in assigned geographic area.

SCOPE ANN'L DISTRICT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$50.0		$ 35.0	$ 3.5	$ 38.5		$ 25.3	$ 31.6	$ 37.9
AND ABOVE	ASST. V.P./DIR	34.8	8.9	43.7		31.4	39.2	47.1
		33.2	3.3	36.5		25.3	31.6	37.9
	VICE PRESIDENT	33.0	9.1	42.1				
		31.5	3.2	34.7		24.2	30.2	36.2
		30.5	3.1	33.6		24.2	30.2	36.2
		30.0	3.0	33.0		25.3	31.6	37.9
		29.9	3.0	32.9		24.2	30.2	36.2
	VICE PRESIDENT	27.5	1.3	28.8				
	DIV. V.P./MGR.	25.2	6.5	31.7		26.2	30.8	35.4
	ASST. V.P./DIR	25.0	0.7	25.7				
$ 70.8	WEIGHTED GROUP AVG:	$ 32.5	$ 6.2	$ 38.7				

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 38 - DISTRICT MANAGER

REGION D

SCOPE ANN'L DISTRICT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$49.9	CEO/PRESIDENT				$ 34.5			
AND BELOW	VICE PRESIDENT	$ 31.2	$ 10.9	$ 42.1				
		31.0	3.1	34.1		$ 25.3	$ 31.6	$ 37.9
	C.O.O.	26.1	6.7	32.8				
	DIV. V.P./MGR.	25.2	6.5	31.7		26.2	30.8	35.4
					23.8	18.1	22.6	27.2
	CEO/PRESIDENT				22.3	20.5	22.3	23.4
$ 33.9	WEIGHTED GROUP AVG:	$ 28.2	$ 8.2	$ 36.4	$ 25.9			
$ 60.5	POSITION AVERAGE:	$ 31.5	$ 6.7	$ 38.2	$ 25.9			

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 39 - STORE MANAGER

REGION D

SCOPE AVG WKLY STORE SALES ($THOU)		BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$200.0					$ 34.2					2.0	50.0	17.3	175	175
AND ABOVE					33.1				5.0	2.0	50.0	17.3	175	175
		$ 31.2	$ 9.4	$ 40.6					6.0	1.0	48.0	12.0	B	D
					29.6				8.3	2.0	50.0			
		26.6	2.8	29.4		$ 20.9	$ 26.1	$ 31.4	6.0	2.0	48.0	1.0	150	150
		24.6	1.3	25.9		19.9	24.8	29.8	5.0	2.0	50.0	2.0	85	A
		22.0	0.0	22.0		19.9	24.8	29.8	5.0	2.0	52.0	2.0	100	A
		22.0	0.0	22.0					5.0		45.0		A	A
					21.3				5.0	2.0	45.0	26.0	90	90
					20.9				5.0	2.0	45.0	26.0	90	90
	WT'D													
$ 263.3	AVG:	$ 26.3	$ 3.7	$ 30.0	$ 32.6									
$199.9					$ 30.9				5.0	2.0	50.0	17.3	175	175
TO					26.8				8.3	2.0	50.0			
$150.0		$ 26.5	$ 3.0	$ 29.5		$ 24.4	$ 28.8	$ 33.3	5.5	2.0	50.0	13.0	A	A
		26.3	7.9	34.2					6.0	1.0	48.0	12.0	B	D
		25.2	5.5	30.7					6.0	1.0	50.0	15.0	B	B
		24.8	1.6	26.4		20.9	26.1	31.4	6.0	2.0	48.0	1.0	150	150
		24.5	0.0	24.5					5.0		45.0		A	A
		23.5	0.0	23.5					5.0		45.0		A	A
		22.0	0.4	22.4		19.9	24.8	29.8	5.0	2.0	52.0	2.0	100	A
		21.8	0.6	22.4		19.9	24.8	29.8	5.0	2.0	50.0	2.0	85	A
		20.8	0.0	20.8					5.0		45.0		A	A
		20.2	2.2	22.4					5.0		40.0		A	A
					20.0				5.0	2.0	45.0	26.0	90	90
		17.7	8.0	25.7					5.5	3.0	55.0	26.0		A
	WT'D													
$ 171.8	AVG:	$ 25.3	$ 3.2	$ 28.5	$ 27.0									

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 39 - STORE MANAGER

REGION D

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$149.9				$ 29.1				5.0	2.0	50.0	17.3	175	175
TO	$ 26.5	$ 4.0	$ 30.5					5.0	2.0	55.0	20.0	160	160
$100.0	26.0	0.0	26.0					5.0		45.0		A	A
	25.3	0.3	25.6					5.0		45.0		A	A
	24.7	7.4	32.1					6.0	1.0	48.0	12.0	B	D
	24.5	2.2	26.7		$ 24.4	$ 28.8	$ 33.3	5.5	2.0	50.0	13.0	A	A
	24.1	0.0	24.1					5.0		45.0		A	A
	24.0	0.9	24.9		20.9	26.1	31.4	6.0	2.0	48.0	1.0	150	150
	23.9	4.0	27.9					6.0	1.0	50.0	15.0	B	B
				22.5				8.3	2.0	50.0			
	22.3	0.3	22.6		19.9	24.8	29.8	5.0	2.0	52.0	2.0	100	A
	21.7	0.7	22.4		19.9	24.8	29.8	5.0	2.0	50.0	2.0	85	A
	20.2	2.2	22.4					5.0		40.0		A	A
				19.5				5.0	2.0	45.0	26.0	90	90
	19.2	0.3	19.5					5.0		45.0		A	A
	18.2	6.5	24.7					5.5	3.0	55.0	26.0		A
				16.3				5.0		48.0			
WT'D													
$ 123.4 AVG:	$ 23.4	$ 2.1	$ 25.5	$ 25.2									

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SURVEY POSITION 39 - STORE MANAGER

REGION D

SCOPE AVG WKLY STORE SALES ($THOU)		BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$99.9					$ 26.4				5.0	2.0	50.0	17.3	175	175
TO		$ 23.9	$ 0.5	$ 24.4					5.0	2.0	52.0	17.0	140	
$75.0		23.5	0.6	24.1		$ 20.9	$ 26.1	$ 31.4	6.0	2.0	48.0	1.0	150	150
		23.4	1.8	25.2		22.2	26.1	30.0	5.5	2.0	50.0	13.0	A	A
		23.4	7.0	30.4					6.0	1.0	48.0	12.0	B	D
		22.8	3.5	26.3					6.0	1.0	50.0	15.0	B	B
					22.4				8.3	2.0	50.0			
		20.9	0.9	21.8		19.9	24.8	29.8	5.0	2.0	50.0	2.0	85	A
		20.3	0.1	20.4		19.9	24.8	29.8	5.0	2.0	52.0	2.0	100	A
		20.2	2.2	22.4					5.0		40.0		A	A
					19.2				5.0	2.0	45.0	26.0	90	90
		17.3	4.9	22.2					5.5	3.0	55.0	26.0		A
					15.1				5.0		48.0			
	WT'D													
$ 87.1	AVG:	$ 22.2	$ 1.7	$ 23.9	$ 18.6									
$74.9		$ 23.1	$ 0.3	$ 23.4					5.0	2.0	52.0	17.0	140	
TO		22.9	1.6	24.5		$ 22.2	$ 26.1	$ 30.0	5.5	2.0	50.0	13.0	A	A
$50.0		22.7	0.6	23.3		20.9	26.1	31.4	6.0	2.0	48.0	1.0	150	150
					$ 22.4				8.3	2.0	50.0			
		21.4	2.5	23.9					6.0	1.0	50.0	15.0	B	B
		21.4	6.4	27.8					6.0	1.0	48.0	12.0	B	D
		21.3	0.5	21.8		19.9	24.8	29.8	5.0	2.0	50.0	2.0	85	A
		20.2	2.2	22.4					5.0		40.0		A	A
		20.0	0.1	20.1		19.9	24.8	29.8	5.0	2.0	52.0	2.0	100	A
		19.2	0.0	19.2					5.0		45.0		A	A
		17.6	4.6	22.2					5.5	3.0	55.0	26.0		A
					13.8				5.0		48.0			
	WT'D													
$ 62.9	AVG:	$ 21.3	$ 1.7	$ 23.0	$ 15.0									

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 39 - STORE MANAGER

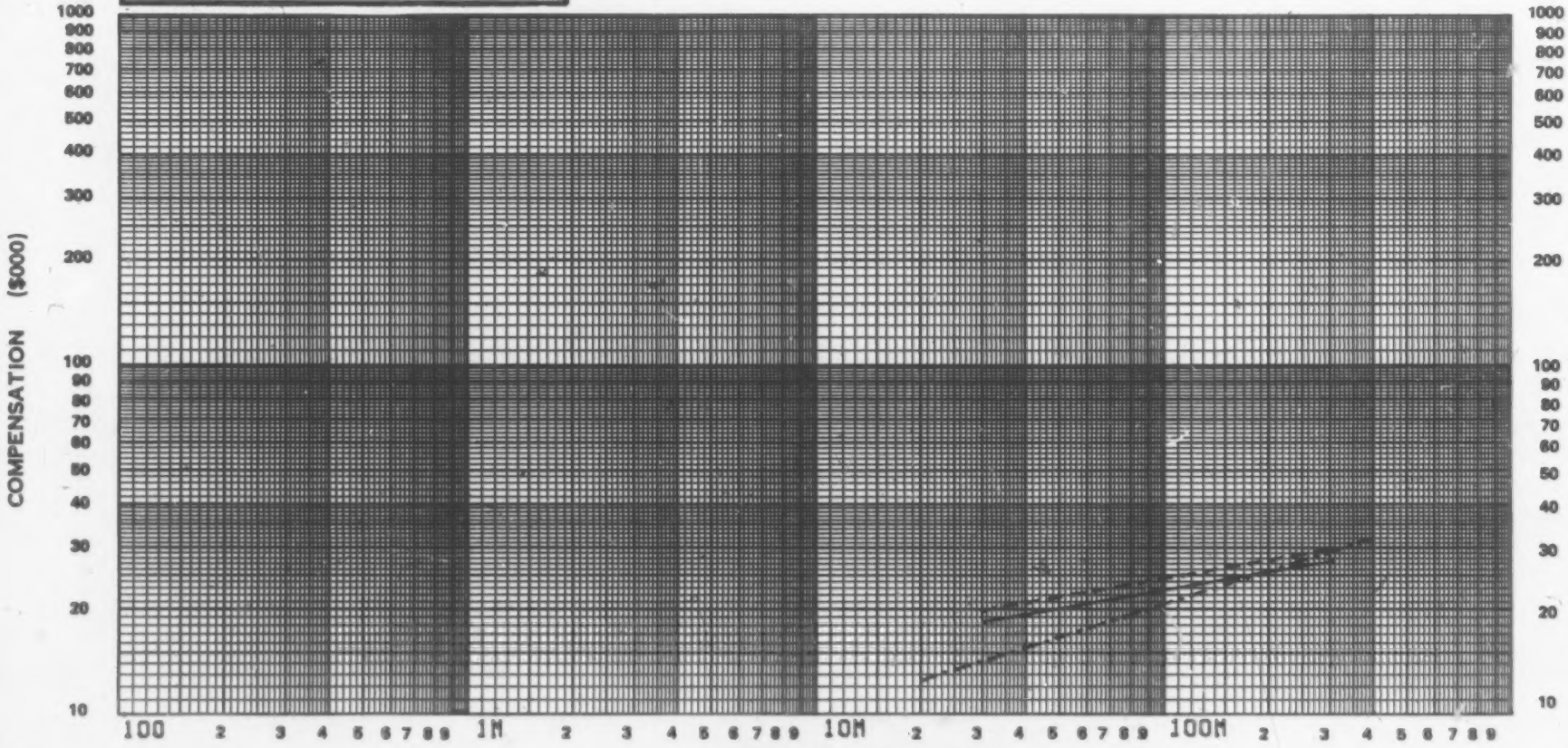
REGION D

SCOPE AVG WKLY STORE SALES ($THOU)		BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$49.9		$ 28.7	$ 2.9	$ 31.6		$ 26.5	$ 31.8	$ 37.1	5.5	2.0	50.0	13.0	A	A
AND BELOW		23.3	1.7	25.0		21.2	24.7	28.2	5.5	2.0	50.0	13.0	A	A
		20.7	0.1	20.8		19.9	24.8	29.8	5.0	2.0	52.0	2.0	100	A
		20.2	2.2	22.4					5.0		40.0		A	A
		19.9	0.4	20.3		19.9	24.8	29.8	5.0	2.0	50.0	2.0	85	A
		19.6	2.0	21.6					6.0	1.0	50.0	15.0	B	B
		18.2	5.4	23.6					6.0	1.0	48.0	12.0	B	D
		16.4	3.3	19.7					5.5	3.0	55.0	26.0		A
					$ 15.6	14.3	15.6	18.7	5.5	3.0	50.0	20.0	B	D
					15.2				8.3	2.0	50.0			
					12.2				5.0		48.0	—		
	WT'D													
$ 32.6	AVG:	$ 23.1	$ 2.1	$ 25.2	$ 14.8									
NO SCOPE		$ 15.8	$ 12.4	$ 28.2					5.0		45.0		0	
REPORTED		15.8	16.0	31.8					5.0		45.0		0	
		15.6	18.4	34.0					5.0		45.0		0	
		15.3	8.6	23.9					5.0		45.0		0	
	WT'D													
	AVG:	$ 15.5	$ 10.5	$ 26.0										
	POSITION													
$ 111.8	AVG:	$ 22.4	$ 2.7	$ 25.1	$ 25.1									

FOOD MARKETING INSTITUTE

1980 MANAGEMENT COMPENSATION SURVEY

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Salary	———	0.52	1.09
Bonus T.C.	- - - - - -	0.38	1.13
Nonbonus Salary	-.-.-.	0.54	1.23



SURVEY POSITION #39 - STORE MANAGER

REGION D

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 40 - MEAT DEPARTMENT MANAGER

REGION D

SCOPE AVG WKLY MEAT SALES ($THOU)		BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$35.0		$ 22.6	$ 1.6	$ 24.2					5.0	1.0	40.0			H
AND ABOVE		22.4	1.6	24.0					5.0	1.0	40.0			H
		22.1	6.6	28.7					5.5		48.0			D
		21.7	11.9	33.6					5.5		48.0			D
		21.3	0.0	21.3					5.0		45.0		A	A
		21.3	0.0	21.3					5.0		45.0		A	A
		21.3	0.0	21.3					5.0		45.0		A	A
					$ 20.7				5.5		46.0		E	E
					20.6				8.3		50.0			
					19.6				5.0		45.0	20.0	85	85
					19.1				5.0		45.0	20.0	85	85
					18.9				5.0		44.0	12.0	F	F
		18.7	1.1	19.8					5.0		40.0		A	A
					18.5				5.0		44.0	12.0	F	F
	WT'D													
$ 42.5	AVG:	$ 21.8	$ 2.2	$ 24.0	$ 19.1									
$34.9		$ 22.0	$ 1.6	$ 23.6					5.0	1.0	40.0			H
TO					$ 21.4				5.0	1.0	40.0	17.0	E	E
$25.0		20.8	6.2	27.0					5.5		48.0			D
					20.7				5.5		46.0		E	E
		20.3	0.0	20.3					5.0		45.0		A	A
		20.3	0.0	20.3					5.0		45.0		A	A
					19.3				8.3		50.0			
		18.7	1.1	19.8					5.0		40.0		A	A
					18.7				5.0		45.0	20.0	85	85
					17.8				5.0		44.0	12.0	F	F
					14.4				5.0		44.0			
	WT'D													
$ 30.2	AVG:	$ 20.7	$ 1.7	$ 22.4	$ 18.9									

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 40 - MEAT DEPARTMENT MANAGER

REGION D

SCOPE AVG WKLY MEAT SALES ($THOU)		BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$24.9					$ 21.5					2.0	45.0	10.0	160	160
TO		$ 21.3	$ 0.1	$ 21.4					5.0		45.0		A	A
$15.0					20.8				5.0	1.0	40.0	17.0	E	E
		20.2	1.6	21.8					5.0	1.0	40.0			H
		19.8	6.0	25.8					5.5		48.0			D
					19.7				5.0	1.0	42.0	2.0	E	E
					19.7				5.0	1.0	42.0	2.0	E	E
					18.8				5.5		46.0		E	E
		18.7	1.1	19.8					5.0		40.0		A	A
		18.7	0.0	18.7					5.0		45.0		A	A
					18.0				5.0		45.0	20.0	85	85
					17.3				5.0		44.0	12.0	F	F
		17.3	0.0	17.3					5.0		45.0		A	A
					13.7				8.3		50.0			
	WT'D													
$ 18.4	AVG:	$ 19.8	$ 1.7	$ 21.5	$ 19.5									

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 40 - MEAT DEPARTMENT MANAGER

REGION D

SCOPE AVG WKLY MEAT SALES ($THOU)		BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$14.9 AND BELOW		$ 20.3	$ 0.0	$ 20.3	$ 25.0				5.0	2.0	40.0	1.3	F	F
		20.2	0.8	21.0	20.6				5.0	1.0	40.0	17.0	E	E
		18.7	1.1	19.8					5.0		45.0		A	A
					17.8				5.0	1.0	40.0			H
					17.3				5.0		40.0		A	A
		17.2	5.2	22.4					5.0		45.0	20.0	85	85
					16.8				5.5		46.0		E	E
					15.4				5.5		48.0			D
					13.0	$ 12.0	$ 13.0	$ 15.6	5.0		44.0	12.0	F	F
					10.5				8.3	1.0	50.0			
	WT'D								5.0		44.0	5.0	E	A
$ 12.4	AVG:	$ 19.2	$ 1.5	$ 20.7	$ 19.1									
	POSITION													
$ 21.5	AVG:	$ 20.5	$ 1.8	$ 22.3	$ 19.2									

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 23 - GROCERY MERCHANDISER

REGION E

Responsible for carrying out merchandising programs for grocery products among an assigned number of stores. Determines the type of grocery items, quality, grades and brands. Recommends retail prices on grocery items as appropriate. Coordinates the purchase of grocery products to ensure an appropriate assortment to achieve sales and profits objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SCOPE ANNUAL GROCERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$850.0 AND BELOW	ASST. V.P./DIR	$ 43.1	$ 10.8	$ 53.9		$ 33.9	$ 42.3	$ 50.7
	DIV. V.P./MGR.	37.8	5.0	42.8		29.9	37.3	46.6
	VICE PRESIDENT	36.4	7.4	43.8				
	DIV. V.P./MGR.	32.6	3.8	36.4				
	ASST. V.P./DIR				$ 27.0	19.0	24.0	29.0
$ 264.9	WEIGHTED GROUP AVG:	$ 37.0	$ 5.7	$ 42.7	$ 27.0			
NO SCOPE REPORTED	BOARD OF DIR.				$ 32.0			
$ 264.9	POSITION AVERAGE:	$ 37.0	$ 5.7	$ 42.7	$ 28.3			

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 24 - MEAT MERCHANDISER

REGION E

Responsible for carrying out merchandising programs for meat products (including deli) among an assigned number of stores. Determines the type of meat items, quality, grades and brands. Recommends retail prices on meat items as appropriate. Coordinates the purchase of meat products to ensure an appropriate assortment to achieve sales and profits objectives. Develops meat case allocation and spacing programs, product promotions, and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$250.0 AND BELOW	ASST. V.P./DIR	$ 41.0	$ 9.3	$ 50.3		$ 33.9	$ 42.3	$ 50.7
	DIV. V.P./MGR.	37.2	5.2	42.4		29.9	37.3	46.6
	VICE PRESIDENT	31.7	5.9	37.6				
	ASST. V.P./DIR				$ 27.1	22.0	27.0	32.0
	MANAGER				26.7	19.7	26.6	33.5
	MANAGER				24.3	18.1	24.5	30.8
$ 120.6	WEIGHTED GROUP AVG:	$ 36.9	$ 6.0	$ 42.9	$ 26.5			
NO SCOPE REPORTED	DIST. MANAGER	$ 30.3	$ 0.9	$ 31.2	$ 25.0			
	WEIGHTED GROUP AVG:	$ 30.3	$ 0.9	$ 31.2	$ 25.0			
$ 120.6	POSITION AVERAGE:	$ 36.0	$ 5.2	$ 41.2	$ 26.5			

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 25 - PRODUCE MERCHANDISER

REGION E

Responsible for carrying out merchandising programs for produce products among an assigned number of stores. Determines the type of produce items, quality, grades and brands. Recommends retail prices on produce items as appropriate. Coordinates the purchase of produce products to ensure an appropriate assortment to achieve sales and profit objectives. Develops refrigeration case allocation and spacing programs, product promotions and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SCOPE ANNUAL PRODUCE SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$150.0 AND BELOW	DIV. V.P./MGR.	$ 34.4	$ 4.6	$ 39.0		$ 26.0	$ 32.5	$ 40.6
	ASST. V.P./DIR	34.2	9.3	43.5		33.9	42.3	50.7
	VICE PRESIDENT	31.2	5.9	37.1				
	VICE PRESIDENT				$ 29.3	22.0	27.0	32.0
	MANAGER				21.8	18.1	24.5	30.8
	MANAGER				21.5	16.6	22.4	28.2
$ 52.1	WEIGHTED GROUP AVG:	$ 33.8	$ 5.6	$ 39.4	$ 23.4			
NO SCOPE REPORTED	DIST. MANAGER				$ 29.5			
$ 52.1	POSITION AVERAGE:	$ 33.8	$ 5.6	$ 39.4	$ 23.7			

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 28 - NONFOODS MERCHANDISER

REGION E

Responsible for developing and carrying out merchandising programs for nonfood products among an assigned number of stores. Determines the type of nonfood items, quality, grades and brands. Recommends retail prices on nonfood items as appropriate. Coordinates the purchase of nonfood products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SCOPE ANNUAL NONFOOD SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$60.0 AND BELOW	DIV. V.P./MGR.	$ 33.0	$ 5.2	$ 38.2		$ 26.0	$ 32.5	$ 40.6
	DIV. V.P./MGR.	28.6	0.7	29.3				
	VICE PRESIDENT				$ 24.9	19.0	24.0	29.0
$ 30.3	WEIGHTED GROUP AVG:	$ 31.5	$ 3.7	$ 35.2	$ 24.9			
NO SCOPE REPORTED	MANAGER				$ 20.6	$ 16.6	$ 22.4	$ 28.2
	MANAGER				20.2			
	WEIGHTED GROUP AVG:				$ 20.4			
$ 30.3	POSITION AVERAGE:	$ 31.5	$ 3.7	$ 35.2	$ 20.7			

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 29 - GROCERY BUYER

REGION E

Responsible for procurement and buying activities of assigned grocery products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SCOPE ANNUAL GROCERY PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$350.0 AND BELOW	VICE PRESIDENT	$ 35.4	$ 7.0	$ 42.4				
	MANAGER	31.9	2.4	34.3		$ 22.6	$ 28.4	$ 34.0
	ASST. V.P./DIR				$ 26.9	22.0	27.0	32.0
	DIV. V.P./MGR.	25.3	3.0	28.3				
$ 178.3	WEIGHTED GROUP AVG:	$ 27.6	$ 3.3	$ 30.9	$ 26.9			
NO SCOPE REPORTED	MANAGER				$ 21.4	$ 16.6	$ 22.4	$ 28.2
	MANAGER				20.0	16.6	22.4	28.2
	WEIGHTED GROUP AVG:				$ 21.0			
$ 178.3	POSITION AVERAGE:	$ 27.6	$ 3.3	$ 30.9	$ 22.0			

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 30 - MEAT BUYER

REGION E

Responsible for the procurement and buying activities of assigned meat products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SCOPE ANNUAL MEAT PURCHASE ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$125.0 AND BELOW	VICE PRESIDENT	$ 33.8	$ 5.9	$ 39.7				
	MANAGER	31.9	1.4	33.3		$ 22.6	$ 28.4	$ 34.0
	DIV. V.P./MGR.	27.0	3.0	30.0				
	ASST. V.P./DIR				$ 25.0	22.0	27.0	32.0
$ 95.6	WEIGHTED GROUP AVG:	$ 30.3	$ 3.0	$ 33.3	$ 25.0			
NO SCOPE REPORTED	MANAGER				$ 22.0	$ 16.6	$ 22.4	$ 28.2
$ 95.6	POSITION AVERAGE:	$ 30.3	$ 3.0	$ 33.3	$ 23.0			

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 31 - PRODUCE BUYER

REGION E

Responsible for the procurement and buying activities of assigned produce products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SCOPE ANNUAL PRODUCE PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$50.0 AND BELOW	MANAGER	$ 31.4	$ 4.7	$ 36.1		$ 22.6	$ 28.4	$ 34.0
	VICE PRESIDENT	30.7	5.9	36.6				
	VICE PRESIDENT				$ 30.6	22.0	27.0	32.0
$ 28.8	WEIGHTED GROUP AVG:	$ 31.1	$ 5.3	$ 36.3	$ 30.6			
NO SCOPE REPORTED	MANAGER				$ 26.2	$ 22.4	$ 29.1	$ 31.7
	MANAGER				23.9	16.6	22.4	28.2
	MANAGER				19.2	16.6	22.4	28.2
	WEIGHTED GROUP AVG:				$ 23.2			
$ 28.8	POSITION AVERAGE:	$ 31.1	$ 5.3	$ 36.3	$ 24.0			

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 38 - DISTRICT MANAGER

REGION E

Responsible for the management and profitable operation of all stores in assigned district. Directs store managers to achieve maximum sales and profits from each store. Plans and directs store operating activities necessary to assure conformity with established sales and merchandising programs. Forecasts store sales, expenses, and operating profits. Keeps abreast of competitive activities in assigned geographic area.

SCOPE ANN'L DISTRICT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$175.0 AND BELOW	VICE PRESIDENT				$ 39.5			
	REG. V.P./MGR.	$ 33.0	$ 11.0	$ 44.0				
	REG. V.P./MGR.	32.9	6.8	39.7				
	REG. V.P./MGR.	32.3	6.4	38.7				
	REG. V.P./MGR.	29.9	2.9	32.8				
$ 87.5	WEIGHTED GROUP AVG:	$ 32.5	$ 6.6	$ 39.1	$ 39.5			
$ 87.5	POSITION AVERAGE:	$ 32.5	$ 6.6	$ 39.1	$ 39.5			

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 39 - STORE MANAGER

REGION E

SCOPE AVG WKLY STORE SALES ($THOU)		BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$150.0		$ 33.5	$ 10.6	$ 44.1					5.0		50.0	12.0	B	A
AND ABOVE		32.5	8.6	41.1			$ 43.0							
		32.1	12.9	45.0					5.0		50.0	12.0	B	A
		31.7	8.1	39.8			41.7							
		30.9	6.4	37.3			40.4							
	WT'D													
$ 202.5	AVG:	$ 31.5	$ 7.4	$ 38.9										
$149.9		$ 30.2	$ 5.7	$ 35.9			$ 39.1							
AND BELOW		30.1	3.7	33.8					5.0		50.0	12.0	B	A
		29.4	3.3	32.7			37.8							
		29.2	1.6	30.8					5.0		50.0	12.0	B	A
		28.3	1.7	30.0			36.5							
		27.7	0.0	27.7					5.0		50.0	12.0	B	A
		25.5	0.0	25.5					5.0		40.0		C	C
	WT'D													
$ 99.3	AVG:	$ 29.3	$ 3.6	$ 32.9										
	POSITION													
$ 122.9	AVG:	$ 29.8	$ 4.5	$ 34.3										

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 40 - MEAT DEPARTMENT MANAGER

REGION E

SCOPE AVG WKLY MEAT SALES ($THOU)		BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$40.0					$ 22.2				5.0	5.0	40.0		E	F
AND BELOW		$ 20.9	$ 1.6	$ 22.5										
		19.5	0.7	20.2					5.0		44.0		B	F
		18.9	1.0	19.9					5.0		44.0		B	F
		18.4	1.8	20.2					5.0		44.0		B	F
		17.5	0.6	18.1					5.0		44.0		B	F
	WT'D													
$ 18.5	AVG:	$ 20.7	$ 1.6	$ 22.3	$ 22.2									
	POSITION													
$ 18.5	AVG:	$ 20.7	$ 1.6	$ 22.3	$ 22.2									

METROPOLITAN ANALYSIS

PLEASE SEE PAGE 21 FOR A DEFINITION OF GEOGRAPHIC AREAS

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 38 - DISTRICT MANAGER

METRO A

Responsible for the management and profitable operation of all stores in assigned district. Directs store managers to achieve maximum sales and profits from each store. Plans and directs store operating activities necessary to assure conformity with established sales and merchandising programs. Forecasts store sales, expenses, and operating profits. Keeps abreast of competitive activities in assigned geographic area.

SCOPE ANN'L DISTRICT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$175.0	SENIOR V.P.				$ 38.4	$ 28.1	$ 35.1	$ 42.1
AND BELOW	REG. V.P./MGR.	$ 35.5	$ 3.0	$ 38.5				
	REG. V.P./MGR.	35.0	3.0	38.0				
	C.O.O.	34.7	0.0	34.7				
	REG. V.P./MGR.	32.0	3.0	35.0				
	C.O.O.	29.4	0.0	29.4				
	C.O.O.	28.6	0.0	28.6				
$ 103.7	WEIGHTED GROUP AVG:	$ 32.1	$ 1.0	$ 33.1	$ 38.4			
$ 103.7	POSITION AVERAGE:	$ 32.1	$ 1.0	$ 33.1	$ 38.4			

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 39 - STORE MANAGER

METRO A

SCOPE AVG WKLY STORE SALES ($THOU)		BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$150.0		$ 31.4	$ 4.3	$ 35.7					5.0	1.0	50.0		150	0
AND ABOVE		28.8	2.7	31.5					5.0	1.0	50.0		150	0
		28.0	2.5	30.5					5.0	1.0	50.0		150	0
					$ 25.7	$ 24.4	$ 30.5	$ 36.6	5.0	2.0	52.0	1.0	110	80
					25.5	21.2	26.5	31.8	5.0	2.0	52.0	1.0	110	80
		25.5	0.5	26.0		21.8	24.7	28.4	5.0	2.0	55.0	17.0	150	D
		25.5	0.5	26.0		21.8	24.7	28.4	5.0	2.0	55.0	17.0	150	D
		24.7	0.5	25.2		21.8	24.7	28.4		2.0	55.0	17.0	150	D
	WT'D													
$ 212.6	AVG:	$ 27.2	$ 1.7	$ 28.9	$ 25.6									
$149.9		$ 27.6	$ 2.6	$ 30.2					5.0	1.0	50.0		150	0
AND BELOW		26.8	1.9	28.7					5.0	1.0	50.0		150	0
		26.2	1.9	28.1					5.0	1.0	50.0		150	0
		25.5	0.5	26.0		$ 21.8	$ 24.7	$ 28.4	5.0	2.0	55.0	17.0	150	D
					$ 23.8	18.4	23.0	27.6	5.0	2.0	52.0	1.0	110	80
		23.4	0.5	23.9		21.8	24.7	28.4	5.0	2.0	55.0	17.0	150	D
					22.1	16.0	20.0	24.0	5.0	2.0	52.0	1.0	110	80
	WT'D													
$ 115.0	AVG:	$ 26.8	$ 2.0	$ 28.8	$ 23.3									
NO SCOPE		$ 30.3	$ 0.0	$ 30.3					3.0	2.0	47.0		141	A
REPORTED		26.8	0.0	26.8					3.0	2.0	47.0		141	A
		26.0	0.0	26.0					3.0	2.0	47.0		141	A
		25.4	0.0	25.4					3.0	2.0	47.0		141	A
		24.2	0.0	24.2					3.0	2.0	47.0		141	A
		23.6	0.0	23.6					3.0	2.0	47.0		141	A
	WT'D													
	AVG:	$ 25.8	$ 0.0	$ 25.8										
	POSITION													
$ 169.4	AVG:	$ 26.4	$ 0.8	$ 27.2	$ 24.6									

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 38 - DISTRICT MANAGER

METRO B

Responsible for the management and profitable operation of all stores in assigned district. Directs store managers to achieve maximum sales and profits from each store. Plans and directs store operating activities necessary to assure conformity with established sales and merchandising programs. Forecasts store sales, expenses, and operating profits. Keeps abreast of competitive activities in assigned geographic area.

SCOPE ANN'L DISTRICT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$75.0 AND ABOVE	SENIOR V.P.	$ 40.1	$ 0.0	$ 40.1		$ 26.6	$ 37.3	$ 48.0
	VICE PRESIDENT	38.0	0.0	38.0		31.2	39.1	46.9
					$ 36.4			
					35.7			
	ASST. V.P./DIR	33.0	0.0	33.0		27.9	34.9	41.9
	VICE PRESIDENT	32.7	22.7	55.4				
	VICE PRESIDENT	32.7	22.7	55.4				
$ 100.5	WEIGHTED GROUP AVG:	$ 34.4	$ 13.9	$ 48.3	$ 35.8			
$74.9 AND BELOW	VICE PRESIDENT	$ 39.2	$ 7.5	$ 46.7				
	VICE PRESIDENT	36.0	6.5	42.5				
	VICE PRESIDENT	35.9	6.0	41.9				
	ASST. V.P./DIR	35.4	7.4	42.8		$ 31.4	$ 39.2	$ 47.1
					$ 34.3			
	ASST. V.P./DIR	32.0	0.0	32.0		27.9	34.9	41.9
$ 68.8	WEIGHTED GROUP AVG:	$ 35.5	$ 7.0	$ 42.5	$ 34.3			
$ 84.4	POSITION AVERAGE:	$ 35.0	$ 10.2	$ 45.2	$ 35.6			

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 39 - STORE MANAGER

METRO B

SCOPE AVG WKLY STORE SALES ($THOU)		BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$200.0		$ 36.0	$ 1.3	$ 37.3		$ 28.2	$ 33.9	$ 39.6		2.0	50.0	13.0	A	A
AND ABOVE		27.8	0.0	27.8		22.3	27.9	33.5	6.0		48.0	25.0	100	C
		27.5	2.0	29.5					5.5	1.0	45.0	.3	E	C
		26.6	0.0	26.6		22.3	27.9	33.5	6.0		48.0	25.0	100	C
		26.5	1.0	27.5		20.8		27.3	5.8		48.5	8.0	B	B
		24.5	0.0	24.5					5.0	2.0	50.0	26.0	145	145
	WT'D													
$ 244.3	AVG:	$ 27.1	$ 0.8	$ 27.9										
$199.9		$ 27.8	$ 1.6	$ 29.4		$ 25.9	$ 30.6	$ 35.5	5.5	2.0	50.0	13.0	A	A
TO		27.3	3.5	30.8		20.8		27.3	6.0		50.0		B	B
$150.0		27.0	2.0	29.0					5.5	1.1	45.0	.3	E	C
					$ 26.0				5.5		50.0	17.0	A	A
		26.0	0.0	26.0		22.3	27.9	33.5	6.0		48.0	25.0	100	C
		25.5	4.0	29.5		21.6	23.9	26.3	6.0	1.0	55.0	22.0	E	A
		23.8	0.0	23.8					5.0	2.0	50.0	26.0	145	145
	WT'D													
$ 171.9	AVG:	$ 27.2	$ 1.4	$ 28.6	$ 26.0									

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 39 - STORE MANAGER

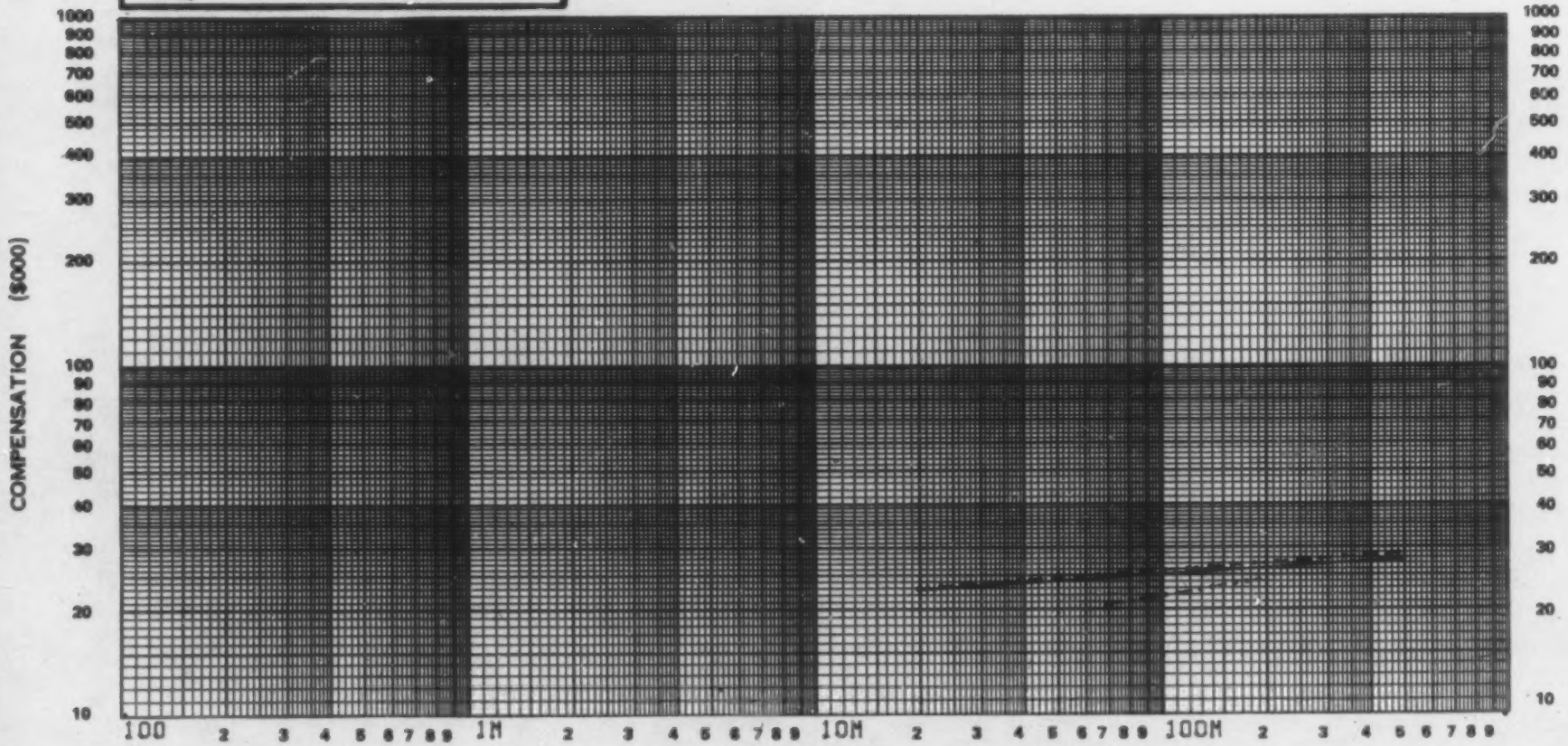
METRO B

SCOPE AVG WKLY STORE SALES ($THOU)		BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$149.9		$ 28.0	$ 2.0	$ 30.0					5.5	1.0	45.0	.3	E	C
TO					$ 26.0				5.5		50.0	17.0	A	A
$100.0		25.8	1.4	27.2		$ 25.9	$ 30.6	$ 35.5	5.5	2.0	50.0	13.0	A	A
		25.4	0.0	25.4		22.3	27.9	33.5	6.0		48.0	25.0	100	C
		24.1	0.0	24.1		21.6	23.9	26.3	6.0	1.0	55.0	22.0	E	A
					23.4				5.5		50.0	17.0	A	A
		23.4	0.0	23.4		20.8		27.3	4.7		47.3	14.0	B	B
		22.8	0.0	22.8					5.0	2.0	50.0	26.0	145	145
					20.8				5.5		50.0	17.0	A	A
	WT'D	------	------	------	------									
$ 124.5	AVG:	$ 25.7	$ 1.1	$ 26.8	$ 22.1									
$99.9		$ 29.5	$ 1.0	$ 30.5		$ 28.2	$ 33.9	$ 39.6	5.5	2.0	50.0	13.0	A	A
AND BELOW		26.5	1.2	27.7		22.5	26.2	30.0	5.5	2.0	50.0	13.0	A	A
		24.3	0.0	24.3		22.3	27.9	33.5	6.0		48.0	25.0	100	C
		24.3	1.1	25.4		23.6	27.6	31.8	5.5	2.0	50.0	13.0	A	A
		24.1	0.0	24.1		22.3	27.9	33.5	6.0		48.0	25.0	100	C
		23.4	1.0	24.4		22.5	26.2	30.0	5.5	2.0	50.0	13.0	A	A
		22.1	0.0	22.1		21.6	23.9	26.3	6.0	1.0	55.0	22.0	E	A
		22.0	0.0	22.0					5.0	2.0	50.0	26.0	145	145
		21.3	0.0	21.3		20.1	21.9	24.6	6.0	1.0	55.0	22.0	E	A
		20.8	0.0	20.8		20.1	21.9	24.6	6.0	1.0	55.0	22.0	E	A
					$ 20.8				5.5		50.0	17.0	A	A
					20.8				5.5		50.0	17.0	A	A
	WT'D	------	------	------	------									
$ 56.6	AVG:	$ 22.8	$ 0.3	$ 23.1	$ 20.8									
	POSITION													
$ 101.9	AVG:	$ 24.5	$ 0.8	$ 25.3	$ 22.1									

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Salary	———	0.18	1.11
Bonus T.C.	------	0.16	1.13
Nonbonus Salary	-.-.-.	0.19	1.09

FOOD MARKETING INSTITUTE

1980 MANAGEMENT COMPENSATION SURVEY



SURVEY POSITION #38 - STORE MANAGER

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 38 - DISTRICT MANAGER

METRO C

Responsible for the management and profitable operation of all stores in assigned district. Directs store managers to achieve maximum sales and profits from each store. Plans and directs store operating activities necessary to assure conformity with established sales and merchandising programs. Forecasts store sales, expenses, and operating profits. Keeps abreast of competitive activities in assigned geographic area.

SCOPE ANN'L DISTRICT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$50.0	ASST. V.P./DIR	$ 36.8	$ 6.3	$ 43.1		$ 31.4	$ 39.2	$ 47.1
AND ABOVE	REG. V.P./MGR.	33.0	7.4	40.4				
	REG. V.P./MGR.	33.0	3.0	36.0				
	REG. V.P./MGR.	33.0	5.9	38.9				
	DIV. V.P./MGR.	33.0	9.3	42.3		25.8	32.3	38.8
	REG. V.P./MGR.	32.5	4.7	37.2				
	REG. V.P./MGR.	32.3	4.3	36.6				
	DIV. V.P./MGR.	31.0	4.1	35.1		25.8	32.3	38.8
$ 70.0	WEIGHTED GROUP AVG:	$ 33.8	$ 5.7	$ 39.5				
$49.9	C.O.O.	$ 44.5	$ 6.7	$ 51.2				
AND BELOW	REG. V.P./MGR.	32.3	1.5	33.8				
	REG. V.P./MGR.	32.0	2.0	34.0				
					$ 31.0			
	VICE PRESIDENT	22.9	1.1	24.0		$ 17.6	$ 21.6	$ 25.7
$ 37.8	WEIGHTED GROUP AVG:	$ 32.1	$ 2.4	$ 34.5	$ 31.0			
$ 59.4	POSITION AVERAGE:	$ 33.3	$ 4.7	$ 38.0	$ 31.0			

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 39 - STORE MANAGER

METRO C

SCOPE AVG WKLY STORE SALES ($THOU)		BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$200.0		$ 32.8	$ 0.0	$ 32.8		$ 30.7	$ 33.0	$ 35.4		1.0	44.0	17.0	140	D
AND ABOVE		32.5	7.6	40.1										
		29.6	0.5	30.1		27.3	32.7	38.2	5.5	2.0	50.0	13.0	A	A
		28.9	3.0	31.9		28.5	30.8	33.1	5.0	1.0	44.0	17.0	140	D
		28.2	1.5	29.7		27.3	32.7	38.2	5.5	2.0	50.0	13.0	A	A
		25.4	6.0	31.4					5.0	1.0	44.0	26.0	65	D
	WT'D	------	------	------										
$ 237.8	AVG:	$ 29.0	$ 3.2	$ 32.2										
$199.9		$ 31.7	$ 7.3	$ 39.0										
TO		28.1	5.6	33.7		$ 27.3	$ 29.0	$ 30.7	5.0	1.0	44.0	17.0	140	D
$150.0					$ 26.8				5.5	2.0	50.0	17.0	A	75
		26.4	0.8	27.2		25.1	29.8	34.3	5.5	2.0	50.0	13.0	A	A
		24.4	6.0	30.4					5.0	1.0	44.0	26.0	65	D
	WT'D	------	------	------	------									
$ 172.4	AVG:	$ 28.3	$ 4.1	$ 32.4	$ 26.8									
$149.9		$ 32.9	$ 7.3	$ 40.2										
TO		32.1	6.8	38.9										
$100.0		30.9	7.1	38.0										
		30.2	6.5	36.7										
		28.8	2.1	30.9										
		28.5	0.6	29.1					5.5	1.0	55.0		B	D
		27.5	3.7	31.2		$ 25.0	$ 27.3	$ 29.6	5.0	1.0	44.0	17.0	140	D
		25.7	0.8	26.5		25.1	29.9	34.3	5.5	2.0	50.0	13.0	A	A
		24.4	6.0	30.4					5.0	1.0	44.0	26.0	65	D
	WT'D	------	------	------										
$ 124.3	AVG:	$ 30.0	$ 5.6	$ 35.6										

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 39 - STORE MANAGER

METRO C

SCOPE AVG WKLY STORE SALES ($THOU)		BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# WKS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$99.9		$ 31.3	$ 6.3	$ 37.6										
TO		29.4	6.1	35.5										
$75.0		28.8	2.1	30.9										
		27.3	0.6	27.9					5.5	1.0	55.0		B	D
					$ 25.7				5.5	2.0	50.0	17.0	A	75
		25.5	3.3	28.8		$ 23.8	$ 25.5	$ 27.3	5.0	1.0	44.0	17.0	140	D
		25.2	1.8	27.0		22.8	26.8	30.8	5.5	2.0	50.0	13.0	A	A
		23.9	6.0	29.9					5.0	1.0	44.0	26.0	65	D
	WT'D													
$ 85.8	AVG:	$ 28.5	$ 4.9	$ 33.4	$ 25.7									
$74.9		$ 30.5	$ 5.9	$ 36.4										
TO		29.8	5.2	35.0										
$50.0		27.3	3.6	30.9										
		26.7	0.6	27.3					5.5	1.0	55.0		B	D
		25.6	1.3	26.9		$ 23.8	$ 25.5	$ 27.3	5.0	1.0	44.0	17.0	140	D
					$ 24.5				5.5	2.0	50.0	17.0	A	75
		23.9	0.6	24.5		21.9	25.4	29.0	5.5	2.0	50.0	13.0	A	A
		23.4	6.5	29.9					5.0	1.0	44.0	26.0	65	D
	WT'D													
$ 64.3	AVG:	$ 27.5	$ 3.7	$ 31.2	$ 24.5									

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 39 - STORE MANAGER

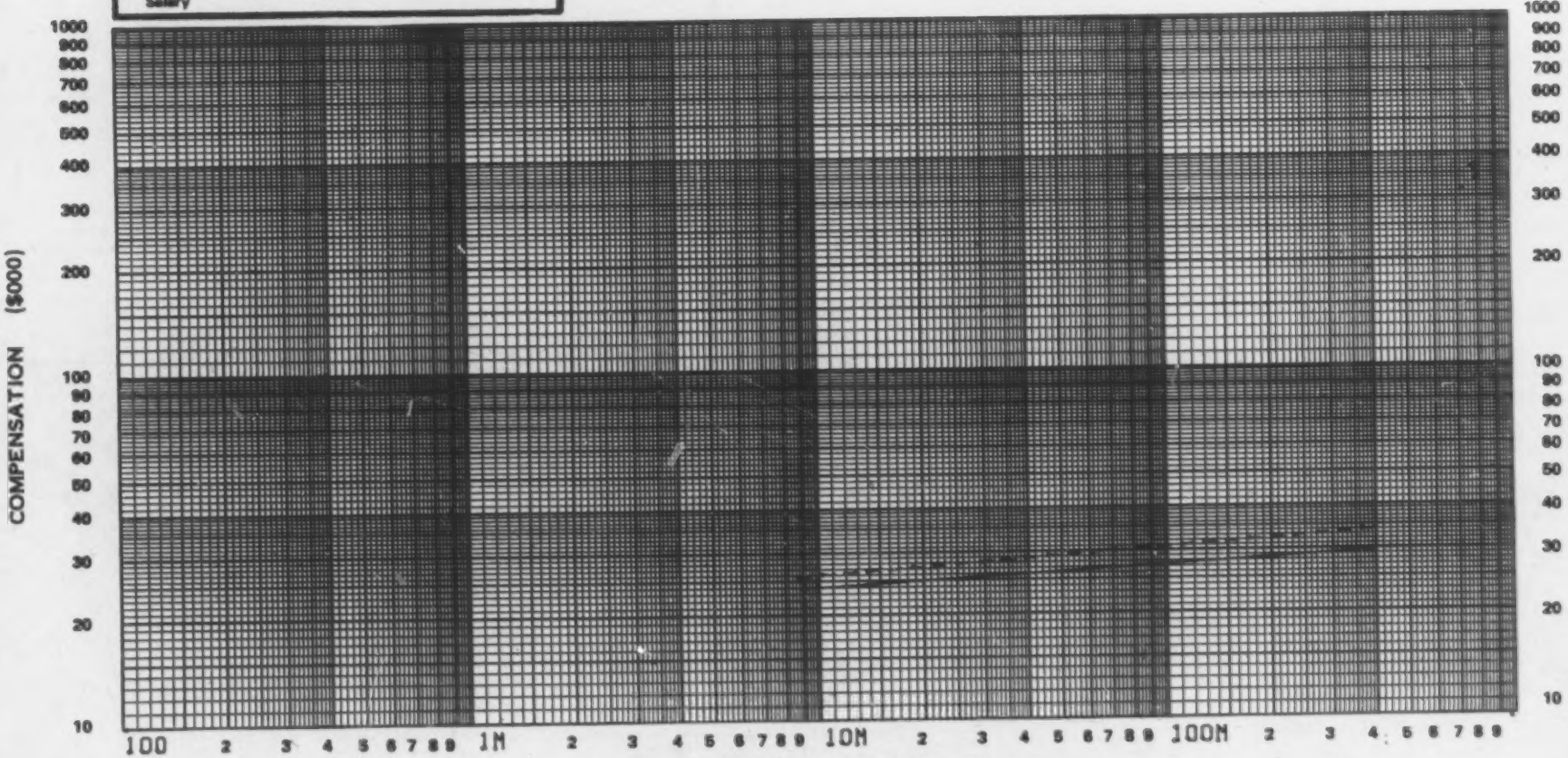
METRO C

SCOPE AVG WKLY STORE SALES ($THOU)		BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$49.9		$ 27.4	$ 4.7	$ 32.1										
AND BELOW		27.1	1.9	29.0		$ 21.9	$ 25.4	$ 29.0	5.5	2.0	50.0	13.0	A	A
		26.5	0.2	26.7										
		25.5	0.6	26.1					5.5	1.0	55.0		B	D
		23.9	0.0	23.9		21.6	23.7	25.8	5.0	1.0	44.0	17.0	140	D
					$ 23.9				5.5	2.0	50.0	17.0	A	75
		22.8	5.0	27.8					5.0	1.0	44.0	26.0	65	D
	WT'D													
$ 33.1	AVG:	$ 25.6	$ 1.6	$ 27.2	$ 23.9									
	POSITION													
$ 108.2	AVG:	$ 28.7	$ 4.7	$ 33.4	$ 24.6									

FOOD MARKETING INSTITUTE

1980 MANAGEMENT COMPENSATION SURVEY

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Salary	———	0.18	1.10
Bonus T.C.	- - - - - -	0.16	1.14
Nonbonus Salary	-.-.-.		



SURVEY POSITION #39 - STORE MANAGER

METRO C

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 40 - MEAT DEPARTMENT MANAGER

METRO C

SCOPE AVG WKLY MEAT SALES ($THOU)		BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$25.0 AND ABOVE		$ 27.6	$ 0.4	$ 28.0					5.5		50.0		B	D
					$ 22.5				5.0		40.0	17.0	E	E
					22.5				5.0		40.0	17.0	E	E
					22.2				5.0		40.0	17.0	E	E
					21.9				5.0		40.0	32.0	E	D
					21.9				5.0		40.0	32.0	E	D
					20.4				5.0		40.0	26.0	E	E
					20.4				5.0		40.0	26.0	E	E
	WT'D													
$ 35.6	AVG:	$ 27.6	$ 0.4	$ 28.0	$ 22.1									
$24.9 AND BELOW		$ 26.3	$ 0.4	$ 26.7					5.5		50.0		B	D
					$ 24.9				5.0		40.0	32.0	E	D
		24.7	0.4	25.1					5.5		50.0		B	D
					24.0									
					23.8									
		22.3	1.2	23.5										
					22.2				5.0		40.0	17.0	E	E
					22.1				5.0		40.0	17.0	E	E
					21.9				5.0		40.0	32.0	E	D
					20.4				5.0		40.0	26.0	E	E
					20.4				5.0		40.0	26.0	E	E
	WT'D													
$ 21.0	AVG:	$ 22.6	$ 1.2	$ 23.8	$ 23.3									
	POSITION													
$ 22.3	AVG:	$ 22.7	$ 1.1	$ 23.8	$ 23.2									

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 38 - DISTRICT MANAGER

METRO E

Responsible for the management and profitable operation of all stores in assigned district. Directs store managers to achieve maximum sales and profits from each store. Plans and directs store operating activities necessary to assure conformity with established sales and merchandising programs. Forecasts store sales, expenses, and operating profits. Keeps abreast of competitive activities in assigned geographic area.

SCOPE ANN'L DISTRICT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$75.0	DIV. V.P./MGR.	$ 40.0	$ 4.8	$ 44.8		$ 34.4	$ 42.9	$ 53.7
AND ABOVE	DIV. V.P./MGR.	40.0	6.3	46.3		34.4	42.9	53.7
	VICE PRESIDENT				$ 39.2	35.0	40.0	45.0
	VICE PRESIDENT				38.0	35.0	40.0	45.0
	ASST. V.P./DIR	34.1	6.7	40.8				
	REG. V.P./MGR.	34.0	11.0	45.0		38.0	78.4	17.0
	ASST. V.P./DIR	33.9	6.2	40.1				
	REG. V.P./MGR.	33.0	8.0	41.0				
$ 94.7	WEIGHTED GROUP AVG:	$ 34.8	$ 7.0	$ 41.8	$ 38.3			
$74.9	DIV. V.P./MGR.	$ 40.0	$ 6.3	$ 46.3		$ 34.4	$ 42.9	$ 53.7
AND BELOW	ASST. V.P./DIR	36.9	9.5	46.4		31.4	39.2	47.1
	ASST. V.P./DIR	33.4	6.6	40.0				
	REG. V.P./MGR.	32.8	3.8	36.6				
	REG. V.P./MGR.	32.0	2.0	34.0				
$ 62.0	WEIGHTED GROUP AVG:	$ 34.0	$ 5.2	$ 39.2				
$ 82.7	POSITION AVERAGE:	$ 34.5	$ 6.2	$ 40.7	$ 38.3			

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 39 - STORE MANAGER

METRO E

SCOPE AVG WKLY STORE SALES ($THOU)		BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$200.0					$ 33.4					.2	45.0	6.0	A	A
AND ABOVE		$ 33.2	$ 9.8	$ 43.0										
		32.5	9.7	42.2										
					31.9		$ 34.0		5.0	.2	48.0	6.0	A	A
		30.6	4.2	34.8		27.6	33.2	38.7	5.5	2.0	50.0	13.0	A	A
		29.4	25.0	54.4					5.5		48.0	12.0	B	D
		29.3	3.7	33.0					5.0	.3	47.0			
		29.3	4.9	34.2					5.0	.3	47.0			
	WT'D													
$ 252.7	AVG:	$ 31.1	$ 7.3	$ 38.4	$ 32.3									
$199.9		$ 31.7	$ 9.2	$ 40.9										
TO		30.9	8.7	39.6										
$100.0					$ 30.2		$ 32.5		5.2	.2	50.0	10.0	A	A
					29.8				5.5	.5	55.0	10.0	A	A
		29.3	3.0	32.3		25.4	29.5	33.9	5.5	2.0	50.0	13.0	A	A
		29.2	2.8	32.0					5.0	.3	47.0			
		29.1	16.2	45.3					5.5		48.0	12.0	B	D
		29.0	8.0	37.0					5.5		48.0	12.0	B	D
		28.0	2.0	30.0					5.0	.3	47.0			
		27.7	1.2	28.9		25.4	29.5	33.9	5.5	2.0	50.0	13.0	A	A
	WT'D													
$ 144.6	AVG:	$ 30.0	$ 7.2	$ 37.2	$ 30.1									

FOOD MARKETING INSTITUTE
1979-1980 MANAGEMENT COMPENSATION SURVEY
SURVEY POSITION 39 - STORE MANAGER

METRO E

SCOPE AVG WKLY STORE SALES ($THOU)		BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$99.9		$ 30.1	$ 8.2	$ 38.3										
TO					$ 29.4				5.5	1.0	55.0	10.0	A	A
$75.0		28.5	4.7	33.2					5.5		48.0	12.0	B	D
		27.8	1.2	29.0		$ 23.3	$ 27.1	$ 30.9	5.5	2.0	50.0	13.0	A	A
		27.7	1.1	28.8					5.0	.3	47.0			
	WT'D													
$ 93.7	AVG:	$ 29.6	$ 7.0	$ 36.6	$ 29.4									
$74.9		$ 29.6	$ 3.4	$ 33.0		$ 22.1	$ 25.7	$ 29.3	5.5	2.0	50.0	13.0	A	A
AND BELOW		29.4	8.1	37.5										
		29.1	7.4	36.5										
		28.4	0.5	28.9					5.5		48.0	12.0	B	D
		27.8	0.0	27.8					5.5		48.0	12.0	B	D
		27.3	1.0	28.3					5.0	.3	47.0			
		26.1	0.6	26.7		22.1	25.7	29.3	5.5	2.0	50.0	13.0	A	A
	WT'D													
$ 59.0	AVG:	$ 29.0	$ 6.7	$ 35.7										
POSITION														
$ 138.4	AVG:	$ 29.9	$ 7.1	$ 37.0	$ 30.9									

PART V: SURVEY POSITION DESCRIPTIONS

PART V: SURVEY POSITION DESCRIPTIONS

SURVEY POSITION #1: CHIEF EXECUTIVE OFFICER

Accountable, under the direction of the Board of Directors, for the management of the company's total business performance. Provides overall leadership and direction to the development of policies and objectives, and assures effectuation of policies throughout the company. Reviews the operational and financial progress of the company and divisions to assure achievement of goals and objectives. Provides general direction to merchandising, store operations and staff activities. Makes decisions of major importance on matters where the interest or objective of more than one operating unit is involved. Assures that efficient organizational practices, including adequate manpower forecasting and planning, are followed throughout the company. Assures capable management succession by proper recruitment and development. Conducts corporate strategic planning that assures targets are determined for continued growth and profitability. Reviews and effectively recommends to the Board salaries, appointments, retirements, etc., for officers. Responsible for establishing and maintaining relations with stockholders, the financial community, government agencies, suppliers and customers.

SURVEY POSITION #2: CHIEF OPERATING OFFICER

Provides overall direction and control to achieve the volume and operating profit goals of the company profit centers. Makes recommendations to the Chief Executive Officer on company policies, objectives and plans. Oversees the management of all company retail store operations, company-wide merchandising and procurement, manufacturing, distribution, and wholesale operations. Responsible for the attainment of projected sales, gross profit margins, expense control, and operating profit.

SURVEY POSITION #3: CHIEF FINANCIAL OFFICER

Develops and implements policies, plans and programs necessary for the effective management of the company's financial affairs. Directs the treasury, accounting, financial planning and insurance functions for the corporation. Initiates and coordinates necessary and appropriate accounting policies and procedures for all business units. Maintains corporate funds and cash management program. Directs preparation of all corporate financial reports and budgets. Provides financial counsel to the Chief Executive Officer on major business decisions.

SURVEY POSITION #4: TOP OPERATING COMPANY EXECUTIVE

Accountable to a corporate Chief Executive Officer or group executive for the management of an autonomous operating company's or subsidiary's total business performance. Provides overall leadership and direction to the development of operating policies and objectives. Reviews the operational and financial progress of the company to assure achievement of goals and objectives. Provides general direction to merchandising, store operations and staff activities. Assures efficient organization practices, including management recruiting, employment and development. Prepares and recommends to corporate management strategic plans and objectives for continued growth, profitability and capital investments.

SURVEY POSITION #5: TOP LEGAL EXECUTIVE

Provides legal counsel and guidance in ordinary and special activities of the corporation to insure maximum protection of corporate legal rights. Assures Chief Executive Officer that corporate and divisional businesses operate within the limits of prescribed law. Directs defense and/or prosecution in suits or claims involving the corporation, subsidiaries, operating companies or divisions. Supervises the preparation of legal forms, reports, statements, etc., related to federal and state filings and regulations.

SURVEY POSITION #6: CONTROLLER

Directs the corporate or operating company's accounting function. Recommends accounting policies and procedures. Oversees the preparation and interpretation of accounting reports, forecasts, budgets, expenses, and operating results. Consolidates financial data in period (i.e., monthly, quarterly, etc.) reports on operations. Develops and maintains financial procedures covering the company's inventories. Works with the company's independent auditors on annual financial audit. Prepares annual financial statements for corporate management review. Typically, this position reports to the Chief Financial Officer.

SURVEY POSITION #7: TOP DATA PROCESSING EXECUTIVE

Directs the data processing function of the corporation or operating company. Analyzes management needs regarding information retrieval, data control and expanded use of computer and data processing equipment in company operations. Provides advice and counsel to management concerning the application of computer techniques to business requirements. Evaluates and oversees divisional/regional data processing operations. Recommends the location, type, size and equipment for data processing installations in divisional/regional organizations. Audits EDP systems and operations within divisional organizations. Maintains contact with professional associations, hardware/software companies, etc., and recommends to management new computer equipment and applications to improve business operations.

SURVEY POSITION #8: TOP PERSONNEL EXECUTIVE (WITH LABOR RELATIONS)

Develops, recommends and implements personnel policies and procedures for the corporation or operating company. Manages personnel function, including employment, compensation, benefits, training, labor relations, and safety/health services. Assures the filling of present and future manpower requirements through the development and implementation of effective recruiting methods and selection techniques. Responsible for the administration of a formalized compensation and benefits program. Oversees the effective negotiation of labor agreements and company unions. Coordinates promotions, transfers and employee placements between company and divisional profit centers. Interprets personnel policy through bulletins, letters and manuals. Advises executives and managers regarding specific personnel problems. Represents the company at meetings of various community organizations and professional groups.

SURVEY POSITION #9: TOP PERSONNEL EXECUTIVE (WITHOUT LABOR RELATIONS)

Develops, recommends and implements personnel policies and procedures for the corporation or operating company. Manages personnel function, including employment, compensation, benefits, training, safety and health services. Assures the filling of present and future manpower requirements through the development and implementation of effective recruiting methods and selection techniques. Responsible for the administration of a formalized compensation and benefits program. Interprets personnel policy through bulletins, letters and manuals. Advises executives and managers regarding specific personnel problems. Represents the company at meetings of various community organizations and professional groups.

SURVEY POSITION #10: TOP LABOR RELATIONS EXECUTIVE

Directs the effective negotiation of labor agreements and performs other labor relations activities, including major grievances, mediation, arbitration and N.L.R.B. matters. Projects labor costs from pending and new labor agreements. Interprets and communicates language of new labor agreement to managers and supervisors.

SURVEY POSITION #11: TOP DISTRIBUTION EXECUTIVE

Develops and recommends objectives, policies and procedures for managing the corporation's or operating company's warehouse and transportation operations, including incoming freight handling, storage, and outgoing deliveries of merchandise to stores. Directs and controls the planning of physical facilities, including buildings, warehouse equipment, trucks and automotive equipment. Directs purchase of all warehouse and delivery equipment. Audits and recommends warehousing and transportation operational methods to ensure maximum efficiency of product movement.

SURVEY POSITION #12: TOP CONSTRUCTION AND MAINTENANCE EXECUTIVE (WITH REAL ESTATE)

Directs and controls the corporation's or operating company's real estate, construction, and maintenance functions. Oversees site selection, lease arrangements, and purchase/sale of real property, supervises new and remodel store construction, including architectural design, construction contract awards, and control of construction costs; provides equipment planning and layout services for stores, warehouses, and other facilities. Assists in the purchase of store and warehouse equipment and fixtures. Oversees the maintenance and repair of equipment and fixtures.

SURVEY POSITION #13: TOP CONSTRUCTION AND MAINTENANCE EXECUTIVE (WITHOUT REAL ESTATE)

Directs the corporation's or operating company's new and remodel store construction, including architectural design, construction contract awards, and control of construction costs. Provides equipment planning and layout services for stores, warehouses, and other facilities; assists in the purchase of store and warehouse equipment and fixtures. Oversees the maintenance and repair of equipment and fixtures.

SURVEY POSITION #14: TOP REAL ESTATE EXECUTIVE

Directs and controls the corporation's or operating company's real estate function. Responsible for new store site evaluation and acquisition; leasing arrangements for stores, warehouses and other facilities. Negotiates the purchase and sale of real property. Approves real estate documents and taxes. Maintains contacts with real estate brokers, building development firms, and state, country and governmental agencies.

SURVEY POSITION #15: TOP SECURITY/LOSS PREVENTION EXECUTIVE

Establishes and enforces security policies and procedures designed to protect company property and merchandise. Directs and controls programs to prevent losses due to theft, vandalism, and fire. Supervises security department, including guard force. Works with law enforcement agencies on investigations or irregularities connected with security of company property and merchandise.

SURVEY POSITION #16: TOP SANITATION EXECUTIVE

Directs the corporation's or operating company's sanitation program. Develops and recommends sanitation policies, procedures and programs. Coordinates efforts to ensure compliance with federal, state and local sanitation requirements.

SURVEY POSITION #17: TOP MERCHANDISING AND PROCUREMENT EXECUTIVE

Directs the corporation's or operating company's merchandising, buying, pricing, advertising and service programs. Oversees and controls merchandising strategies for grocery, meat, produce, frozen food, dairy, and nonfood products. Oversees and controls product procurement.

SURVEY POSITION #18: TOP ADVERTISING EXECUTIVE

Develops and recommends the corporation's or operating company's advertising objectives, policies and plans. Oversees the creation and placement of advertisements; i.e., T.V., radio and newspaper advertising. Works with outside agencies on preparation of advertising campaign.

SURVEY POSITION #19: TOP GROCERY OPERATIONS EXECUTIVE

Plans and directs the corporation's or operating company's grocery merchandising program in accordance with the firm's overall merchandising policies. Plans and develops, with store operations, merchandising assortments, buying programs and in-store presentations which will result in achievement of targeted grocery sales, profit and turnover. Directs and controls all grocery buying and pricing. Directs and controls product selection, promotion and advertising plans. Develops financial forecasts for grocery sales and profits.

SURVEY POSITION #20: TOP MEAT OPERATIONS EXECUTIVE

Plans and directs the corporation's or operating company's meat merchandising program (including deli) in accordance with the firm's overall merchandising policies. Plans and develops merchandising assortments, buying programs and in-store presentations which will result in achievement of targeted meat sales, profit and turnover. Directs and controls all meat buying and pricing. Directs and controls meat selection, promotion and advertising plans. Develops financial forecasts for meat sales and profits.

SURVEY POSITION #21: TOP PRODUCE OPERATIONS EXECUTIVE

Plans and directs the corporation's or operating company's produce merchandising program in accordance with the firm's overall merchandising policies. Plans and develops merchandising assortments, buying programs and in-store presentations which will result in achievement of targeted produce sales, profits and turnover. Directs and controls all produce buying and pricing. Directs and controls produce selection, promotion and advertising plans. Develops financial forecasts for produce sales and profits.

SURVEY POSITION #22: TOP GENERAL MERCHANDISE/NONFOOD OPERATIONS EXECUTIVE

Plans and directs the corporation's or operating company's nonfoods merchandising programs in accordance with the firm's overall merchandising policies. Plans and develops nonfoods merchandising assortments, buying programs and in-store presentations which will result in achievement of targeted nonfood sales, profit and turnover. Directs and controls all nonfoods buying and pricing. Directs and controls nonfood product selection, promotion and advertising plans. Develops financial forecasts for nonfood sales and profits.

SURVEY POSITION #23: GROCERY MERCHANDISER

Responsible for carrying out merchandising programs for grocery products among an assigned number of stores. Determines the type of grocery items, quality, grades and brands. Recommends retail prices on grocery items as appropriate. Coordinates the purchase of grocery products to ensure an appropriate assortment to achieve sales and profits objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SURVEY POSITION #24: MEAT MERCHANDISER

Responsible for carrying out merchandising programs for meat products (including deli) among an assigned number of stores. Determines the type of meat items, quality, grades and brands. Recommends retail prices on meat items as appropriate. Coordinates the purchase of meat products to ensure an appropriate assortment to achieve sales and profits objectives. Develops meat case allocation and spacing programs, product promotions, and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SURVEY POSITION #25: PRODUCE MERCHANDISER

Responsible for carrying out merchandising programs for produce products among an assigned number of stores. Determines the type of produce items, quality, grades and brands. Recommends retail prices on produce items as appropriate. Coordinates the purchase of produce products to ensure an appropriate assortment to achieve sales and profit objectives. Develops refrigeration case allocation and spacing programs, product promotions and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SURVEY POSITION #26: FROZEN FOODS MERCHANDISER

Responsible for developing and carrying out merchandising programs for frozen food products among an assigned number of stores. Determines the type of frozen food items, quality, grades and brands. Recommends retail prices on frozen food items as appropriate. Coordinates the purchase of frozen food products to ensure an appropriate assortment to achieve sales and profit objectives. Develops refrigeration case allocation and spacing programs, product promotions and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SURVEY POSITION #27: DAIRY MERCHANDISER

Responsible for developing and carrying out merchandising programs for dairy products among an assigned number of stores. Determines the type of dairy items, quality, grades and brands. Recommends retail prices on dairy items as appropriate. Coordinates the purchase of dairy products to ensure an appropriate assortment to achieve sales and profit objectives. Develops refrigeration case allocation and spacing programs, product promotions and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SURVEY POSITION #28: NONFOODS MERCHANDISER

Responsible for developing and carrying out merchandising programs for nonfood products among an assigned number of stores. Determines the type of nonfood items, quality, grades and brands. Recommends retail prices on nonfood items as appropriate. Coordinates the purchase of nonfood products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SURVEY POSITION #29: GROCERY BUYER (HIGHEST NONSUPERVISORY POSITION)

Responsible for procurement and buying activities of assigned grocery products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SURVEY POSITION #30: MEAT BUYER (HIGHEST NONSUPERVISORY POSITION)

Responsible for the procurement and buying activities of assigned meat products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SURVEY POSITION #31: PRODUCE BUYER (HIGHEST NONSUPERVISORY POSITION)

Responsible for the procurement and buying activities of assigned produce products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SURVEY POSITION #32: FROZEN FOODS BUYER (HIGHEST NONSUPERVISORY POSITION)

Responsible for the procurement and buying activities of assigned frozen food products. Selects reliable sources of supply, places or supervises the placement of orders and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SURVEY POSITION #33: DAIRY BUYER (HIGHEST NONSUPERVISORY POSITION)

Responsible for procurement and buying activities of assigned dairy products. Selects reliable sources of supply, places or supervises the placement of orders and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SURVEY POSITION #34: NONFOODS BUYER (HIGHEST NONSUPERVISORY POSITION)

Responsible for procurement and buying activities of assigned general merchandise and HBA items. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SURVEY POSITION #35: TOP STORE OPERATIONS EXECUTIVE

Develops and directs policies, plans and programs to achieve the profitable operation of all corporate or operating company stores. Oversees the attainment of projected sales, gross profit margins, and the control of all store expenses while maintaining proper customer service. Assures that the firm's merchandising programs are adhered to and uniformly carried out in all stores.

SURVEY POSITION #36: TOP STORE MAINTENANCE EXECUTIVE

Directs the corporation's or operating company's store engineering and maintenance activities. Works with architectural firms to develop construction specifications for store remodeling and repair. Provides store equipment planning and layout services. Assists in the purchase of store equipment and fixtures.

SURVEY POSITION #37: DIVISION GENERAL MANAGER

Responsible for the profitable operation of a division or geographic region of the corporation or operating company. Develop sales and profit objectives and forecasts; operating and capital expenditure budgets, and objectives for assigned stores and facilities. Oversees merchandising, store operations and staff activities. Reviews buying and merchandising programs to insure maximum profitability and continuity with the company's overall strategy. Reviews operating results of stores against sales and profit targets. Directs staff activities in support of division programs and financial objectives. Provides specific limitations of authority for all subordinates regarding contractual commitments, expenditures and personnel decisions. Continually reviews and reports to top management the division's performance with respect to market share, operating results, capital requirements, etc.

SURVEY POSITION #38: DISTRICT MANAGER

Responsible for the management and profitable operation of all stores in assigned district. Directs store managers to achieve maximum sales and profits from each store. Plans and directs store operating activities necessary to assure conformity with established sales and merchandising programs. Forecasts store sales, expenses, and operating profits. Keeps abreast of competitive activities in assigned geographic area.

SURVEY POSITION #39: STORE MANAGER

Responsible for managing the entire activity of an individual retail food store. Insures profitable operation of all departments in the store. Implements company merchandising and inventory programs. Schedules work loads, hires and trains store personnel, and resolves all store personnel problems.

SURVEY POSITION #40: MEAT DEPARTMENT MANAGER

Directs and controls the operation of the store's meat department. Supervises department personnel. Participates in determining quality and quantities of merchandise. Orders merchandise and supplies. Receives and displays stock.